

Human Rights Position Paper

Our commitment to respect human rights

As part of our core principles, we are committed to respecting internationally recognized human rights in all our operations and throughout our value chain. This commitment is in line with the applicable Indian labour legislations. Further support is provided by our global human rights framework, which includes policies, a governance structure, a focus on salient issues, due diligence processes to identify and mitigate risks, a grievance mechanism and reporting on risks and actions.

Policies

Code of Conduct and policies

Our Code of conduct outlines the responsibility we take for avoiding the infringement of human rights, and for remediating any human rights impact resulting from our activities, our products, or any activities that our business partners conduct on our behalf. The Code of Conduct is supplemented by policies on topics such as health and safety, anti-harassment, and child labor. Our Code of Conduct applies to all employees in India.

Business Partner Code of Conduct

We have a diverse supply chain and recognize the essential role our business partners play in helping us deliver our high quality and responsibly sourced products. Our Business Partner Code of Conduct sets out the ethical behavior we expect from anyone we do business with, including our suppliers, distributors and agents. All new business partners are expected to apply the principles laid down in the Business Partner Code of Conduct, or apply equivalent principles. Non-compliance with the Business Partner Code of Conduct may lead to measures being taken, including termination of the business relationship.

Governance

All employees must confirm that they have understood and acted in accordance with our Code of Conduct in their annual performance and development dialog. On global level, we have a Human Rights Committee, responsible for supervising the company's human rights control framework and driving further expansion of the human rights program, including in India. These were established following internal data analysis, external trends and engagement with our stakeholders.

Salient issues

The five salient issues and our focus can be summarized as below. These were established following internal data analysis, external trends and engagement with our stakeholders.

1. Health and safety in our operations and our supply chain

Being a manufacturing company, the health and safety of people is one of our highest priorities. AkzoNobel has implemented a global people, process and product safety management program, through which we strive to ensure that the highest safety standards are applied to our activities and sites. In addition, our Life-Saving Rules program embeds eight key safety rules that must be applied with zero tolerance, along with one golden rule that all our employees are empowered to stop work that they recognize as being unsafe. We assess the safety of employees at our suppliers through several processes, including the Together for Sustainability assessments and audits.

2. Working conditions at our sites

Our people are essential to the success of our company. We won't achieve our vision of leading performance in the markets in which we operate without an engaged workforce that believes AkzoNobel is a great place to work. We must therefore offer decent working conditions, including fair working hours, reasonable salaries and appropriate facilities. In accordance with the local laws, blue collars who are deployed on overtime duty do so only on their own volition and are paid overtime wages in accordance with the laws. Also, records of such overtime deployment are maintained in respective locations per governance requirements.

We're also reinforcing our efforts to integrate water, sanitation and hygiene assessments and audits into our Health, Safety and Security suite to ensure good sanitary conditions, the importance of which has been re-emphasized by COVID-19. The information resulting from these studies and audits will help us focus our efforts on providing decent working conditions for our workforce.

3. Discrimination and harassment among employees

At AkzoNobel, we strive to foster a culture of dignity and respect, free of harassment and discrimination. The SpeakUp! grievance mechanism offers our employees, business partners and the general public a confidential environment in which they can raise concerns relating to breaches of our Code of Conduct, including the human rights reflected therein. In addition, we have a local redressal mechanism for complaints under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

4. Impact on local communities

We aim to be a good neighbor and contribute to the well-being of communities. We work closely with local neighborhoods to manage the social impact of our business activities, address any concerns about our operations and enhance the benefits we're able to bring. We're currently conducting due diligence into our sites to identify where we have risks in order to address any possible negative impact.

5. Child labor in our supply chain

AkzoNobel does not employ people under the age of 16. We expect the same from all companies in our supply chain that contribute to the products and services we procure. All our business partners are expected to apply the standards explained in our Business Partner Code of Conduct to support that child labor does not occur further upstream in our supply chain.

Due diligence

Our HSE&S audits assess the health and safety conditions at our sites. Standardized assessments, surveys, and audits form part of the Together for Sustainability program, which is designed to identify and assess sustainability practices, including human rights, in our supply chain.

This policy applies to Akzo Nobel India Limited and its subsidiary. We expect other partners where we do not have operational control to operate with consistent standards.