



Enriching lives through innovation

**CORPORATE GLOBAL
POLICY**

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**HONESTY
INTEGRITY
RESPECT
RESPONSIBILITY**

Title:	Human Rights Policy
Policy:	Human Rights

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HUMAN RIGHTS POLICY

1. Policy Statement

The Huntsman Human Rights Policy reinforces the principles for our actions and behavior in relation to human rights in demonstration of our commitment to developing an organizational culture that supports internationally recognized human rights and seeks to avoid complicity in human rights abuses. These principles support and are consistent with those contained within the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work (also referred to as the “ILO Core Conventions”).

2. Policy Scope

The Huntsman Human Rights Policy complements the Company’s Business Conduct Guidelines which sets out global expectations for our behaviors, actions, and decisions ensuring satisfaction of our values of honesty, integrity, respect, and responsibility. The Business Conduct Guidelines represent the highest level of guidance for our associates. The Business Conduct Guidelines promote respect for human rights by providing guidance on maintaining a safe and respectful working environment, offering fair employment, respecting privacy, complying with anti-corruption requirements, encouraging environmental stewardship, and conducting responsible marketing.

All directors, officers, associates, and representatives of Huntsman companies, which include personnel authorized to act on Huntsman’s behalf in any of the Company’s operations, including operations conducted by any departments, subsidiaries, agents, consultants, or other representatives, and joint ventures or other business enterprises in which the Company is a participant, (“Huntsman Personnel”) are required to comply with the Business Conduct Guidelines. Huntsman expects its suppliers, vendors, and subcontractors to share its commitment to human rights and equal opportunity in the workplace demonstrated by the Business Conduct Guidelines and this Policy.

3. Policy Objectives

- Huntsman is committed to providing a workplace that does not use forced or child labor; that respects the rights to freedom of association and collective bargaining.
- Huntsman is committed to providing a workplace that is free from unlawful harassment and discriminatory practice on the basis of race, color, gender, national origin, sexual orientation, age, religion, or disability, as further described in the Policy against Discrimination, Including Harassment and Retaliation.
- Huntsman is committed to compensating associates with competitive wages based on local market assessments and to complying with all laws regarding conditions of employment including basic and overtime working hours.

- Huntsman is committed to respecting the cultural values of the communities in which it operates including the rights of indigenous peoples as defined by applicable international standards.
- Huntsman is committed to ensuring the provision of security to our operations is consistent with relevant international standards, using security services only where necessary and requiring the use of force only when necessary and proportionate to the threat.
- Huntsman is committed to promoting its values to its suppliers, vendors and subcontractors and expects them to adhere to these values.
- Huntsman is committed to being attentive to concerns raised by stakeholders and to work with stakeholders to support human rights within the spheres of Huntsman's activity and influence.

4. Policy Implementation

In order to achieve the Policy objectives, Huntsman shall undertake the following:

- Support the Policy with guidance and training on compliance with the Policy and reporting of any suspected violations
- Encourage reporting of suspected violations of this Policy through the same channels established for reports made under the Business Conduct Guidelines
- Suspected violations will be investigated by a team established by the Corporate Compliance Manager with appropriate corrective or other actions taken
- Develop and implement procedures to promote consistency of Company practices and to meet regulatory requirements of applicable governing bodies
- Periodically conduct a Policy audit in accordance with the Corporate Compliance Program audit requirements, and when necessary, update the Policy or its procedures and guidance with respect to its effectiveness. Huntsman may seek an independent audit at any time in any manner the Nominating and Governance Committee of the Board of Directors deems appropriate
- At least annually, report the Company's human rights performance to the Board of Directors