

Global Policy

Our Approach to Human Rights

Orbia is guided by its fundamental corporate principles that value and promote respect for human rights.

Human Rights Policy

We Support and Respect

Human rights in a manner consistent with the Universal Declaration of Human Rights, the United Nations Guiding Principles (UNGP) on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We uphold with dignity, fundamental freedoms and human rights of our customers, suppliers, employees, communities, and others affected by our operations, and the environment.

As a United Nations Global Compact signatory, Orbia is committed to ensuring the implementation of proper internal management procedures to guarantee compliance with the ten principles covering Human Rights, Labor, Environmental, and Anti-Corruption in all our operations.

Orbia's approach to Human Rights follows the United Nations 'Protect, Respect, and Remedy' Framework for Business and Human Rights.

Our respect for human rights is reflected in Orbia's commitment to manage our business responsibly in the regions we serve around the world. In alignment with the UNGP framework, where national law and international human rights standards differ, we follow the higher standard. Where they are in conflict, we respect national law, while seeking to respect the principles of internationally recognized human rights. We are committed to enabling the remediation of any adverse human rights impacts caused by our business activities.

Our commitment to human rights involves respecting and promoting the rights of all involved in activities linked to Orbia as a responsibility that transcends both our workplace and our operations and extends to include our suppliers and other business partners in our wider sphere of influence.

Our Employees

The company's labor relations are based on respect for the rights of all employees. This Policy applies to employees and contract workers at all companies that are part of Orbia, and must incorporate it into their policies and practices.

This mandate establishes that we will not tolerate unethical behavior that could be considered a violation of human rights. Orbia does not tolerate results obtained by breaching this policy or the principles enshrined in the Universal Declaration of Human Rights. We invite all employees and contract workers to share their questions or concerns regarding the implementation of these rights through our fully confidential communication channels.

1. **Equality, Transparency and Respect** - Orbia aims to establish conditions that facilitate the personal and professional development of its employees aligned with organizational goals. Orbia treats all employees with respect and dignity by implementing practices that ensure development with equality, transparency, and respect for human rights. This policy

seeks to promote and protect, with dignity, the human rights and fundamental freedoms of employees in the workplace and across all Orbia stakeholders.

2. **Freedom of Association and Expression**

Orbia respects our employees' right to freedom of association to political, professional, and religious interests. We respect and recognize the rights of all employees. Business is strengthened by dialogue within a framework of respect and tolerance. Employees have the right to express their views in an environment of mutual respect that responds constructively to different opinions.

3. **Forced and Compulsory Labor**

At Orbia, all employment and subcontracting practices are free from human trafficking and slavery, forced or compulsory labor, and cruelty or degradation of the human condition.

4. **Child Labor**

The company does not permit child labor.

5. **Discrimination & Harassment**

Orbia prohibits sexual harassment in the workplace. We believe in the right to work in an environment free from discriminatory intimidation, ridicule, and insult.

All Orbia employees are entitled to personal and professional development within the organization to meet their goals and take advantage of the opportunities offered without distinction on the basis of race, color, gender identity, language, national origin, religion, political opinion, sexual orientation, marital status or another condition.

6. **Working Conditions**

The company guarantees the right to adequate sanitation and safe and healthy working conditions. Orbia aspires to provide a workplace free of occupational accidents and diseases. With our compensation and benefits we aim to provide an adequate standard of living for our employees and their families.

Our Suppliers & Business Partners

We promote the respect of the above principles among the suppliers and third parties with whom we maintain business and operational relationships. Orbia ensures respect for human rights in its internal operations and across the value chain.

Orbia expects its suppliers and business partners to comply with all applicable laws and regulations in the countries where they operate, including those related to ethical business, labor, environmental and occupational health and safety practices. The company requires that all suppliers and other third parties acknowledge and comply with Orbia's Code of Ethics and this Human Rights Policy.

Our security guidelines are aligned with the international standards for human rights and the laws and regulations of the countries in which we operate. Specifically, when hiring private security services, Orbia emphasizes the approach that the company takes with regards to respect for human rights to make sure that none of our stakeholders are affected by any violation thereof.

Local Communities

Positive relations in which we have a presence, promote respect for the rights and freedoms of all people. Our community relations are based on our duty to maintain harmonious relations for peaceful coexistence in an environment of mutual trust and respect. We assume this commitment as an opportunity to contribute to human development in the communities we serve.

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Any employee or external party that has witnessed a violation of Orbia's Human Rights Policy, can denounce it using our anonymous reporting system [here](#).

Retaliation against anyone who in good faith reports a violation of the law or Orbia's policies or provides information during an investigation is strictly prohibited.

Orbia Diversity & Inclusion Policy