

# 2024 Human Rights Due Diligence Report

May 2025



# Indorama Ventures' Human Rights Due Diligence Process

## 1. Human Rights Policy and Commitment

## 2. Human Rights Due Diligence (HRDD)

*2.1 Assessing actual and potential human rights issues and impacts*

*2.2 Integrating and acting upon the findings and taking appropriate action*

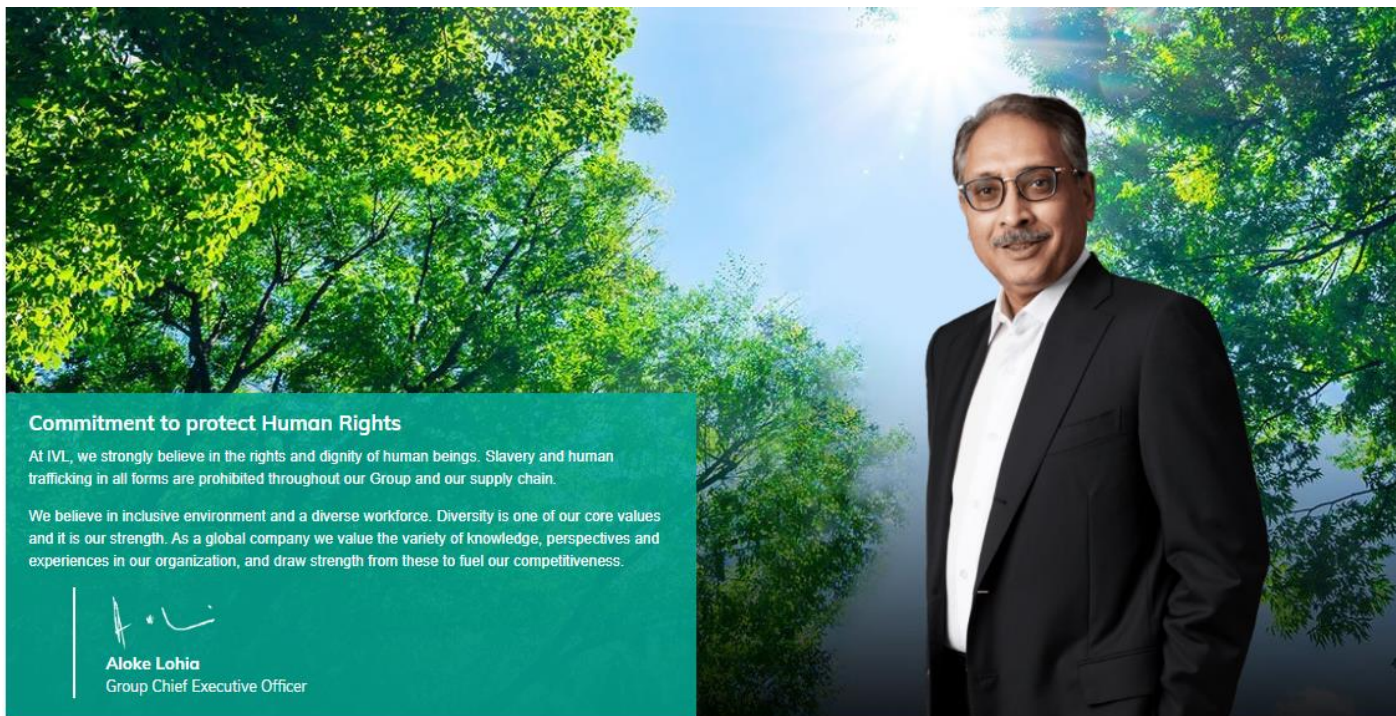
*2.3 Tracking responses based on appropriate indicators*

*2.4 Communicating how impacts are addressed*

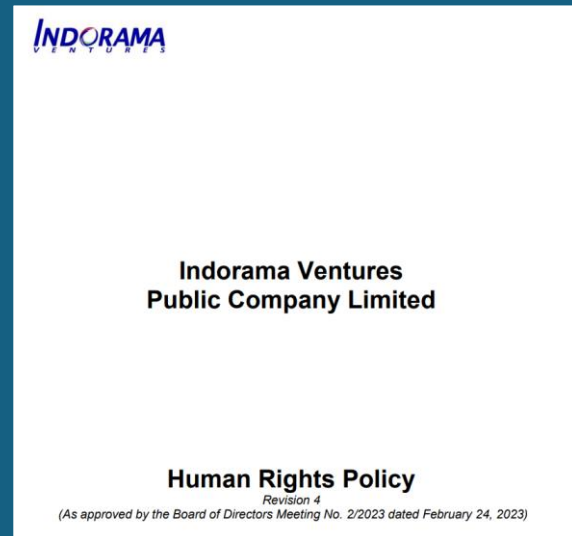
## 3. Remediation

# 1. Human Rights Policy and Commitment

## Message from the Group CEO – Commitment to Protect Human Rights



[Human Rights | Indorama Ventures](#)



### Purpose

The purpose of this policy is to promote ethical conduct and prevent human rights violations in accordance with the Company's (as defined below) corporate values.

### Scope

This policy applies to the Company's Board of Directors, management, employees, trainees and persons who are not employees but authorized to act on behalf of or represent the Company. The Company also encourages its key stakeholders throughout the value chain to adopt strong human rights standards in-line with the Universal Declaration of Human Rights (as defined below) as a part of their conduct.

[ivl-human-rights-policy-english.pdf \(indoramaventures.com\)](#)

# 2. Human Rights Due Diligence (HRDD)

## 2.1 Assessing actual and potential human rights issues and impacts

We identify human rights issues by reviewing common issues from countries at risk, peers' risks, and our company's risk profile. Actual or potential human rights issues identified as follows:

	Own Operations	Tier I Suppliers	Communities
Scope	<ul style="list-style-type: none"><li>• Employees</li><li>• Contractors (including Migrant workers Third-party employees)</li><li>• Joint Ventures with and without management control</li></ul>	<ul style="list-style-type: none"><li>• Raw Material Suppliers</li></ul>	<ul style="list-style-type: none"><li>• Local communities around our operations (within 5 km)</li><li>• Children</li><li>• Indigenous people</li></ul>
Issues	<ul style="list-style-type: none"><li>• Working condition</li><li>• Health and safety</li><li>• Discrimination</li><li>• Unfair treatment</li><li>• Harassment</li><li>• Freedom of association and right to collective bargaining</li><li>• Illegal forms of labors including child labor, forced labor, human trafficking</li><li>• Recruitment provides equal opportunity</li></ul>	<ul style="list-style-type: none"><li>• Working condition</li><li>• Health and safety</li><li>• Discrimination</li><li>• Illegal forms of labors including child labor, forced labor, human trafficking</li></ul>	<ul style="list-style-type: none"><li>• Community health and safety</li><li>• Standard of living</li><li>• Water and sanitation</li></ul>

# 2. Human Rights Due Diligence (HRDD)

## 2.1 Assessing actual and potential human rights issues and impacts

The actual and potential human rights issues from previous steps were taken to assess at out operations.  
Result in 2024 were shown in the below table.

	2024 RISK ASSESSMENT		
	Percent of total sites where have been assessed human rights risks	Percent of total assessed where risks have been identified	Percent of risk with mitigation actions taken
<b>Own Operations</b> <ul style="list-style-type: none"><li>• Employees</li><li>• Contractors (<i>including Migrant workers Third-party employees</i>)</li><li>• Joint Ventures with and without management control</li></ul>	100%	5%  confirmed issues: 6 cases <ul style="list-style-type: none"><li>• Harassment = 4 cases</li><li>• Unfair Treatment= 1 cases</li><li>• Health and Safety= 1 cases</li></ul>	100%
<b>Tier I Suppliers</b> <ul style="list-style-type: none"><li>• Raw Material Suppliers</li></ul>	80%	0%  No issues <i>In 2024, we have not come across any human rights-related issues</i>	0%
<b>Communities</b> <ul style="list-style-type: none"><li>• Local communities around our operations (within 5 km)</li><li>• Children</li><li>• Indigenous people</li></ul>	100%	0%  No issues	0%

# 2. Human Rights Due Diligence (HRDD)

## 2.2 Integrating and acting upon the findings and take appropriate action

The Human Rights Assessment revealed that, with the current measures in place to control risks and mitigate impacts, all human rights cases are not significant. However, to further minimize the impact, we implemented the following additional mitigation measures:

Own Operations	
<ul style="list-style-type: none"><li>• Employees</li><li>• Contractors (<i>including Migrant workers Third-party employees</i>)</li><li>• Joint Ventures with and without management control</li></ul>	
Human Rights Issues	Additional Measures / Mitigations
Harassment	<ul style="list-style-type: none"><li>• Appropriate additional trainings</li><li>• Issue warning letter</li><li>• Improve dialog with employees</li><li>• Termination</li><li>• Vendor replacement</li><li>• Improvement Plan</li><li>• Supervision period</li></ul>
Unfair Treatment	
Health and Safety	



## 2. Human Rights Due Diligence (HRDD)

### *2.3 Tracking responses based on appropriate indicators*

Indorama Ventures is committed to conducting human rights due diligence **every year** or in the event of any case reported through whistleblower or other channels in our operations. Furthermore, the company monitors and evaluates its existing mitigation measures to ensure continual improvements by further engaging stakeholder in addressing concerns through our whistleblower reporting channels and implementing corrective actions.

Whistleblowing site: <http://whistleblower.indoramaventures.com>

E-mail: [ethics@indorama.net](mailto:ethics@indorama.net)

### *2.4 Communicating how impacts are addressed*

Disclosing our human rights performance annually through sustainability reports or the company's website.

### 3. Remediation

Each violation undergoes a thorough investigation and is addressed according to our human rights policy, in alignment with local laws and regulations. Remedial actions, including termination of employment or severance of business relationships, as well as the provision of financial or non-financial compensation, are undertaken as deemed suitable and permitted by law.





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**Thank you**