

2025 Human Rights Due Diligence Report

May 2026



Indorama Ventures' Human Rights Due Diligence Process

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1 Human Rights Policy and Commitment

Message from the Group CEO – Commitment to Protect Human Rights



Commitment to protect Human Rights

At Indorama Ventures, we strongly believe in the rights and dignity of human beings. Slavery and human trafficking in all forms are prohibited throughout our Group and our supply chain.

We believe in inclusive environment and a diverse workforce. Diversity is one of our core values and it is our strength. As a global company we value the variety of knowledge, perspectives and experiences in our organization, and draw strength from these to fuel our competitiveness.


Alok Lohia
Group Chief Executive Officer

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Human Rights Policy

INDORAMA
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**Indorama Ventures
Public Company Limited**

Human Rights Policy

Revision 6
(As approved by the Board of Directors Meeting No. 2/2026 dated February 28, 2026)

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.

Policy Framework

The Human Rights Policy is aligned with internationally recognized human rights standards, including the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), and the ILO Declaration on Fundamental Principles and Rights at Work.

Human Rights Policy, Revision 6 — approved by the Board of Directors on February 28, 2026

[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 potential human rights issues by considering common risks in higher-risk countries, peer practices, and our own risk profile. The human rights issues considered in our assessment are set out below:

	Employees	Suppliers and Contractors	Customers	Communities
Scope	• Employees	• Raw Material Suppliers • Contractors (including Migrant workers and Third-party contracted workers)	• Customers	• Local communities around our operations (within 5 km)
Issues	• Working Conditions • Occupational Health and Safety • Discrimination • Unfair treatment • Harassment • Illegal Forms of Labor, including Child Labor, Forced Labor and Human Trafficking • Freedom of Association and Right to Collective Bargaining • Security Management / Security Forces • Rights of Access / Accessibility	• Working Conditions • Occupational Health and Safety • Discrimination and Harassment • Freedom of Association and Right to Collective Bargaining • Data Privacy • Security Management / Security Forces • Illegal Forms of Labor, including Child Labor, Forced Labor and Human Trafficking	• Customer / Product Health and Safety • Data Privacy • Rights of Access / Accessibility	• Community health and safety • Standard of Living • Land Acquisition and Forced Resettlement • Security management/ security forces

Vulnerable groups considered across relevant rights-holder categories include children, persons with disabilities, women, pregnant women, minorities, migrant workers, third-party employees, Indigenous Peoples, local communities, LGBTQI+ persons, and older persons.

2 Human Rights Due Diligence (HRDD)

2.1 Assessing actual and potential human rights issues and impacts

The identified actual and potential human rights issues were assessed across our operations and relevant business relationships to determine human rights risk levels.

	2025 Human Rights Risk Assessment Results		
	Percentage assessed for human rights risks	Percentage of assessed entities where human rights risks were identified	Percentage of identified human rights risks with mitigation actions taken
Own Operations Including subsidiaries and joint ventures with Management Control	100 %	7 % The human rights issues identified were: • Employee Occupational Health and Safety • Employee Harassment • Employee Rights of Access / Accessibility • Community Health and Safety	100% <i>All identified human rights issues have undergone mitigation or remediation processes.</i>
Tier-1 Suppliers and Contractors	80 %	0% No issues <i>In 2025, we have not come across any human rights-related issues</i>	No risks identified*
Joint Ventures without Management Control	100 %	0% No issues <i>In 2025, we have not come across any human rights-related issues</i>	No risks identified*

* As no human rights risks were identified, no mitigation actions were required. Relevant preventive measures remain in place, and risks continue to be monitored to help prevent human rights violations.

2.2 Integrating Findings and Taking Appropriate Action

The Human Rights Assessment identified issues requiring appropriate action. Indorama Ventures subsequently implemented preventive, corrective, and mitigation measures to address these issues and strengthen existing controls.

Own Operations Including subsidiaries and joint ventures with Management Control	
Human Rights Issues	Actions and Mitigation Measures
Employee Harassment	- Investigation of each reported case - Additional training, warning letters and improved dialogue with employees - Improvement plan, supervision and follow-up - Termination, where appropriate
Employee Occupational Health and Safety	- Investigation and root cause analysis of the incident - Corrective actions implemented and verified at the site concerned
Employee Rights of Access / Accessibility – Accessibility limitations in certain administrative buildings	- Site-specific conditions were reviewed as part of the annual human rights assessment. - Accessibility considerations continue to be monitored at the relevant sites.
Community Health and Safety	Immediate corrective action was taken to address the identified issue and strengthen existing controls.

2.3 Tracking the Effectiveness of Responses

Indorama Ventures conducts human rights due diligence annually and reviews human rights-related cases reported through whistleblowing or other reporting channels across our operations. Furthermore, the Company monitors and evaluates its existing mitigation measures and corrective actions to support continuous improvement, while engaging relevant stakeholders, as appropriate, to address concerns. Depending on the nature and severity of the case, external legal counsel or other relevant experts may be engaged to support the review, investigation, and appropriate response.

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

E-mail: ethics@indorama.net

2.4 Communicating how impacts are addressed

Indorama Ventures discloses its human rights performance annually through its Sustainability Report and the Company's website.

Each reported human rights violation is reviewed and addressed in accordance with our Human Rights Policy and applicable local laws and regulations. Where a violation is substantiated, Indorama Ventures determines appropriate remediation measures based on the nature and circumstances of the case. These measures may include corrective action, support for affected individuals, training, or other appropriate and lawful measures, up to and including termination of employment or termination of the applicable business relationship.



Thank you

