

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 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. Our company is committed to ensuring the implementation of proper internal management procedures to guarantee compliance with these principles in all our operations.

Our respect for human rights is reflected in Orbia's commitment to manage our business responsibly in the regions we serve around the world.

Orbia and its partners will only be able to achieve these goals by developing strategies and capabilities to ensure sound and consistent human rights practices as part of their internal dynamics and external influences.

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 relations in our wider sphere of influence.

Orbia has structured this Human Rights Policy on the United Nations 'Protect, Respect, and Remedy'.

Our employees

The company's labor relations are based on respect for the rights of all employees. The Human Rights Policy applies to Orbia 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 you to share your questions or concerns regarding the implementation of these rights through our fully confidential communication channels.

1. 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 among all Orbia stakeholders.
2. Orbia respects our employees and workers' 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.

Workers have the right to express their views in an environment of mutual respect that responds constructively to different opinions.

3. 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.

Business is strengthened by dialogue within a framework of respect and tolerance.

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

4. The company does not permit child labor.
5. 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. Women at Orbia have the same access to full and equal employment opportunities, financial remuneration, social security, training, and advancement opportunities as men.
7. The company guarantees the right to adequate sanitation and safe and healthy working conditions in accordance with the law. Orbia aspires to provide a workplace free of occupational accidents and diseases.

Our Suppliers

We promote this same policy 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 to comply with all environmental and occupational health and safety laws of the countries in which they operate. The company requires that all employees know and comply with the 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.

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Our Environment

Orbia is committed to taking environmental responsibility and developing an innovative approach to creating safe processes and products.

Our management priorities are focused on reducing consumption of natural resources, limiting the negative impact of our operations, restoring impaired ecosystems, reducing waste generation, and encouraging the value chain to increase its re-use of waste.

The purpose of these actions is to ensure Orbia's sustainability by evaluating and controlling risks linked to product life cycles, accounting for them to all stakeholders in a transparent

manner and respecting the rights of neighboring communities by applying the precautionary principle to prevent environmental damage.

Orbia is committed to taking environmental responsibility and developing an innovative approach to creating safe processes and products.

Our 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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The Universal Declaration of Human Rights

United Nations, December 10, 1948.

On December 10, 1948, in Paris, France, the 58-member states of the United Nations proclaimed the Universal Declaration of Human Rights (UDHR)* comprising 30 articles that contain a comprehensive listing of key civil, political, economic, social, and cultural rights to which everyone, everywhere in the world, is entitled.

The Universal Declaration of Human Rights was proclaimed as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

The first two articles state that all human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood. Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

The French jurist René Cassin was originally recognized as the principal author of the Universal Declaration of Human Rights, and suggested that the 30 rights be classified as follows:

Rights	Mentioned Issues
Articles 3 to 11	Constitute rights of the individual.
Articles 12 to 17	Constitute the rights of individual in civil and political society.
Articles 18 to 21	Are concerned with freedom of association, thought, conscience, and religion.
Articles 22 to 27	Set out social, economic, and cultural rights.
Articles 28 to 30	Provide the conditions and limitations to exercise these rights.

To integrate these responsibilities under a single framework, the United Nations Human Rights Council asked the Secretary General to appoint a special representative on the issue of human rights and transnational corporations and other business enterprises. The Secretary General appointed John Ruggie, a Harvard University Professor and Special Adviser to the UN Global Compact, who proposed the UN 'Protect, Respect, and Remedy' Framework and Guiding Principles in March 2011.

*For further reference please refer to the United Nations Universal Declaration of Human Rights.

Human Rights Policy

If you have witnessed a violation of Orbia's Human Rights Policy, please denounce it using our anonymous reporting system [here](#).

All communications received will be treated as confidential.