



## HUMAN RIGHTS POLICY

Respect for human rights and ethical business conduct is fundamental to Kraton's purpose of making a Positive Difference in our jobs, for our customers and to the world. We believe that societies, economies and businesses thrive when human rights are protected and respected. This Human Rights Policy states our commitment and approach to human rights.

Within our Company and throughout our supply chain, we are committed to treating people with dignity and respect. Our core values of Integrity and Safety exemplify this commitment in our everyday work. As part of our commitment to respect human rights, we have established mechanisms to help identify, address and mitigate potential adverse human rights impacts that may be caused by our actions. We have established global policies and processes to demonstrate our respect for human rights, including our global Code of Ethics and Business Conduct ("Ethics Code"), our Supplier Code of Conduct ("Supplier Code") and the various practices described in our Slavery and Human Trafficking Statement, each of which re-affirms our commitment to our core values of Integrity and Safety.

### **Guidance**

This policy acknowledges internationally recognized human rights principles and is informed by the United Nations Guiding Principles on Business and Human Rights and its foundational principles for business enterprises, including those expressed in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We adhere to local laws. When local protection is insufficient or nonexistent, we observe even more demanding standards consistent with this Policy to the extent these standards do not violate local laws and regulations.

### **Our Commitment**

1. **Labor Standards:** We maintain labor standards including hours, conditions, wages, and overtime pay practices that comply with the laws of the geographies in which we operate.
2. **Safe and Healthy Workplace:** The safety and health of our employees is of paramount importance. Throughout Kraton, we regularly review our number one core value of Safety. We work to provide and maintain a safe, healthy, and productive workplace by addressing and remediating identified risks of accidents, injury and health impacts.
3. **Freedom of Association:** We respect our employees' right to freedom of association and comply with rules regulating the employer-employee relationship, including laws relating to codetermination and works councils.

4. **Forced and Child Labor:** We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We prohibit child labor and our sites and operations verify the age of our employees at the time of hire.

5. **Wages and Benefits:** We compensate our employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collectively bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws. We also offer our employees the opportunity to improve their skills and capabilities.

6. **Diversity & Equal Opportunities:** We value the diversity and experience of our workforce and strive to provide equal opportunities for all individuals. We support women's and minority groups' rights. We are committed to ensuring that we base all employment decisions on skills, job-related abilities, performance and other factors relevant to a job's specific needs.

7. **Business Partners:** We expect appropriate standards of conduct, sound business character, and respect for human rights from our customers, suppliers, contractors, and partners. We reaffirm these expectations in our Supplier Code and our Ethics Code.

8. **Respectful Workplace:** We are committed to a workplace in which each individual treats another with dignity and respect, regardless of differences. We prohibit actions towards another person in a way that could be perceived as abusive, hostile, harassing, unfair, or offensive or that otherwise interferes with work performance of the workplace environment.

9. **Security Arrangements:** We aim to ensure that the provision of security to our operations and our engagement with security forces is consistent with applicable laws and relevant international standards and guidelines. We adapt our security arrangements to balance the need for safety while respecting human rights.

10. **Right to Water:** We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through pollution control.

### **Community and stakeholder engagement**

We recognize that we are part of a broader community wherever we operate and we respect the human rights of the individuals in those communities. Where practical, we welcome dialogue and engagement with all relevant parties in an effort to understand, assess and address human rights matters that are important to them.

We expect our suppliers, service providers and business partners to comply with human rights and safety & environmental standards that are compatible with our own and to conduct their business in accordance with the highest ethical standards throughout their entire supply chain. We specify these standards in this policy and in our Ethics Code and our Supplier Code.

## **Implementation and Training**

Implementation is supported by Procurement, Human Resources, Compliance, HSES (Health, Safety, Environment and Security), and Sustainability functions, among others. Kraton regularly trains all employees in the standards of ethical behavior, policies, procedures and legal requirements that define the way we do business.

## **Governance and Reporting**

The Nominating, Governance and Sustainability Committee of our Board of Directors oversees our Sustainability strategy, including those that impact social initiatives. Consistent with our commitment to transparency, we will report progress on implementation through a variety of mediums, including our annual Sustainability Report.

## **Monitoring**

You may report suspected policy violations to your supervisor or your local or regional HR Representative, or via our web-based hotline at [www.kraton.ethicspoint.com](http://www.kraton.ethicspoint.com).