

Human Rights policy

Kolb is one of Europe's leading alkoxyiators based in Switzerland with production sites in Switzerland and The Netherlands.

We at Kolb:

- Create value through innovation and sustainability
- Care about the environment and treat our employees with respect and fairness
- Care about the health of our employees and a strong safety culture
- Develop collaborations that base on integrity, trust and fair competition.

Definition

Respecting human rights means understanding what impacts your business activities and relationships have on people. Safety, health, social and labour standards, environmental protection as well as supply chain management are key aspects to Kolb's operations.

Purpose

We at Kolb care about the impact of our operations and decisions; this includes impacts on human rights. Kolb recognises that it has the responsibility to respect human rights, and the ability to contribute to positive human rights impacts.

Scope

At Kolb, we listen, engage and work with the owner, employees, business partners, society and other relevant stakeholders to understand and address their concerns and expectations. This policy statement stipulates the overarching principles, which Kolb embeds into its guidance framework and systems to respect all human rights as relevant to its operations and business relations. This policy statement applies to every Kolb employee.

Reference to Kolb Policies and Regulations

Kolb released topic specific policies that further clarify and complement this Human Rights Policy Statement:

- 1009 Sustainability Policy
- 1005 Code of Business Conduct for Kolb Employees
- 1006 Code of Business Conduct for Kolb Suppliers
- 1016 Policy based on Modern Slavery Act 2015

Commitment

Kolb respects the international human rights principles aiming to protect and support human rights. This includes:

- The United Nations' Universal Declaration of Human Rights
- The Universal Declaration on Cultural Diversity
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

In addition, Kolb commits itself to comply with the following standards and voluntary frameworks that include (sector) specific human rights challenges:

- The OECD Guidelines for Multinational Enterprises
- The OECD Due Diligence Guidance for Responsible Business Conduct
- The Ten Principles of the United Nations Global Compact (UNGC)
- The RSPO Principles & Criteria for Sustainable Palm Oil Production (RSPO)

In principle, if national law and international human rights standards differ, Kolb will follow the higher standard. Where they are in conflict, Kolb will adhere to national law, and simultaneously pursue ways to respect the international human rights to the greatest extent possible.

Kolb employees are expected to share its commitments to high legal, ethical and moral business principles in business dealings. Likewise, Kolb is asking its partners to adhere to the same business principles. Kolb is an equal opportunity employment provider. At Kolb, we prohibit harassment, and discrimination in the workplace, do not tolerate forced, compulsory, and child labour, and are committed to providing safe and healthy working conditions. Kolb respects the right to freedom of association and collective bargaining and effective information and consultation procedures.

Managing Human Rights Impacts

At Kolb, we recognise that we must take steps to identify and address actual or potential adverse human rights impacts with which the company may find itself confronted through either its own activities or business relationships. The development of this policy is a first step to better understand, and prioritize Kolb's human rights risks. To identify and manage (prevent or mitigate) these risks, processes and systems need to be implemented that also support remediation of any adverse impact the company causes, and contributes or links to. Kolb understands that this a journey, and human rights due diligence is an ongoing process and its operating conditions may change as situations evolve. At Kolb, we are aware that we need to build the requisite in-house knowledge, management capacity and leadership to effectively assess human rights impacts, integrate findings in the functions and processes, track/monitor effective management, communicate transparently how Kolb addresses its human rights impacts, and provide for or cooperate in the remediation of negative human rights impacts. Kolb believes that working through external initiatives and business partnerships is often the best way forward to address its own and shared challenges.

Supply Chain Management

One of the most significant and multifaceted challenges facing Kolb's supply chain is the sustainable production and use of the raw materials palm and kernel oil. Being a member of Kuala Lumpur Kepong Berhad (KLK Group), signatory of the Round Table of Sustainable Palm Oil (RSPO), improving the social and environmental impacts of the production and use of palm and kernel oil are material issues to Kolb's operating conditions.

Kolb's Code of Business Conduct for Kolb Suppliers covers environmental protection as well as compliance with human and labour rights in particular (incl. land tenure rights and rights of indigenous and local communities), and antidiscrimination and anticorruption policies. Kolb seeks to establish relationships with suppliers that share the same principles and values. Suppliers of palm and kernel oil are asked to fully comply with the RSPO Principles and Criteria for Sustainable Palm Oil Production, in particular.

Consultation, Grievance Mechanisms and Access to Remedy

Kolb provides company-based grievance mechanisms for effective remedy to its internal and external partners and stakeholders. In the context of our relationship, if there is any believe that the terms of this Human Rights Policy Statement are not adhered to, or that Kolb acts in conflict with it itself, then Kolb encourages everybody to raise the concerns or report incidents via Kolb's reporting channels without retribution. All reported incidents are processed, investigated and followed-up (where appropriate) within a determined time frame.

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