



TITLE: Human Rights Policy			
TYPE: Corporate Policy			
APPROVER: Policy Committee			
SPONSOR: Executive Vice President, People & Culture			
HISTORY	EFF. DATE	REV. NO	REV. DATE
09/02/2020	04/01/2024	1.	03/26/2024

1. PURPOSE AND BACKGROUND:

- 1.1. To set forth LyondellBasell Industries N.V.'s ("LYB" or the "Company") commitment to respecting human rights throughout our global operations.
- 1.2. This Policy establishes our minimum standards for the following fundamental aspects of human and labor rights: (a) workforce health and safety; (b) prevention of discrimination, harassment and retaliation; (c) diversity, equity and inclusion; (d) workplace security; (e) working conditions and fair wages; (f) freedom of association; (g) freely chosen employment; and (h) child labor protections.
- 1.3. To ensure the integrity of our efforts, LYB's Human Rights Policy is guided by common principles found within the United Nations Universal Declaration of Human Rights and Guiding Principles for Business and Human Rights, the International Labor Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work, the chemical industry's the Responsible Care® program, and LYB's [Code of Conduct](#), [Supplier Code of Conduct](#), and other Company policies, procedures, and guidelines relating to this Policy.

2. APPLICABILITY:

- 2.1. This Policy applies to all LYB employees (including employees of subsidiaries and joint ventures in which our Company has a controlling interest), officers, directors, and anyone acting on behalf of our Company. LYB strives to avoid complicity in human rights violations, and we expect those we do business with, including our suppliers and contractors, to commit to upholding human and labor rights principles as set forth in our [Supplier Code of Conduct](#).

3. OUR COMMITMENTS AND RESPONSIBILITIES:

- 3.1. **Workforce Health and Safety.** We are committed to the health and safety of all workers in our operations and conduct our business with a [GoalZERO](#) mindset, which means a goal of operating safely with zero injuries, zero incidents, and zero accidents. Compliance with all applicable health and safety laws is a minimum requirement. For more information, see our [Health, Safety, and Environment Policy](#).
- 3.2. **Equal Opportunity; Prevention of Discrimination, Harassment, and Retaliation.** We are committed to equal employment opportunity, the protection of the rights of all individuals, including women, underrepresented and vulnerable groups, and providing a work environment that is free of unlawful discrimination and all forms of harassment and retaliation. Our Company forbids discriminatory, harassing or retaliatory conduct in our workplace by any employee, worker, or others that is based on race, color, national or ethnic origin, religion or belief, sex, gender identity or expression, sexual orientation, age, disability, medical condition, military service or veteran status, marital or familial status, family medical history or genetic information, or any other status categories protected by applicable laws or regulations in the locations where we operate. We recruit, hire, train, promote, discipline and make other employment decisions without regard to any of these protected status categories. For more information, see our [U.S. Equal Employment Opportunity policy](#) and [Global Policy Prohibiting Harassment, Discrimination, and Retaliation](#).
- 3.3. **Diversity, Equity and Inclusion.** We work to foster, cultivate, and preserve a culture of diversity, equity and inclusion (DEI) at LYB. Pursuant to our DEI Guiding Principles, we commit to each of the following:
- Valuing and respecting each other's backgrounds, experience and ideas;
 - Enabling everyone to be themselves at LYB and achieve their full potential;
 - Creating an environment where people of all backgrounds want to work;
 - Making people decisions on merit and without bias; and
 - Driving measurable change in diversity of our workforce at all levels, including leadership.
- 3.4. **Workplace Security.** We promote the security of our workers and premises and take affirmative steps to maintain a workplace that is free from violence, intimidation, or other disruptive conditions. We strive for a security response that is respectful of human rights, consistent with international standards, and proportional to the threat identified.

- 3.5. **Working Conditions and Fair Wages.** We are committed to just and favorable conditions of work. We are responsible for assuring that all workers operating on Company premises have the right to reasonable rest breaks and a safe and hygienic work environment, including access to potable drinking water, clean and accessible restrooms, and adequate lighting and ventilation. We recognize the importance of worker well-being and the risks associated with worker strain. We strive to comply with all applicable local laws or regulations regarding working hours and overtime. We enforce working hours to the best of our ability aligned with ILO standards and provide fair compensation for overtime as well as paid time off.

As a minimum, we provide all workers with fair wages and equal remuneration for work of equal value and uphold all applicable fair wage laws, wherever we work. We pay wages that meet or exceed the legally required wage or local industry standard. We comply with all laws regarding leave and maternity protection. We also provide paid vacation time for all employees and paid parental leave for most of our employees.

- 3.6. **Freedom of Association.** We respect the rights of workers to form and join trade unions of their own choosing, to bargain collectively, and to peacefully assemble as permitted under applicable law. We also respect the rights of workers to choose to refrain from such activities. We recognize the right of workers to share ideas and concerns with management, free of fear of reprisal, and we never tolerate reprisals or retribution against anyone who lodges a complaint or concern in good faith.
- 3.7. **Freely Chosen Employment.** We forbid the use of forced, bonded (including debt bondage), indentured, or involuntary labor, exploitative prison labor, slavery, or trafficking in our operations. We prohibit harsh or inhumane treatment of all workers, including actual or threatened corporal punishment. We will not retain passports or other original employee documents unless required by law and will not restrict employee access to such documents. Neither we nor the recruitment partners we work with charge any fee for employment, and we do not ask for any refundable security deposit to be paid for employment purposes.
- 3.8. **Child Labor Protections.** We prohibit child labor. For purposes of employment, we define "child" as anyone under sixteen years of age, unless national or local law stipulates a higher mandatory school leaving or minimum working age, in which case the higher age applies. We do not hire people under the applicable mandatory minimum.

4. STAKEHOLDER IMPACT & ENGAGEMENT:

4.1. The human rights principles described in this Policy are important to LYB. We recognize that our operations impact the broader communities where we are located and seek to respect the human rights of all individuals who may be affected, including indigenous peoples. We welcome engagement with all relevant stakeholders to ensure we understand and work to address their human and labor rights concerns, and feedback is considered and incorporated in the development of our related policies and understanding of their outcomes and impact. Our [Stakeholder Engagement Policy](#) outlines our values and approach to stakeholder engagement.

5. TRAINING & REPORTING OF VIOLATIONS:

5.1. All our employees are required to complete annual training on our Code of Conduct which includes many of the principles set forth in this Policy. We also provide training on Company policies, procedures, and guidelines relating to specific topics addressed by this Policy.

5.2. Any concerns regarding human rights matters or suspected violations of this Policy can be reported confidentially through the Company's [EthicsPoint website](#). LYB prohibits retaliation against employees or other individuals raising concerns in good faith.

6. REFERENCES

6.1. Code of Conduct

6.2. Supplier Code of Conduct

6.3. Stakeholder Engagement Policy

6.4. Data Privacy Policy

6.5. EU Whistleblower Policy

6.6. Equal Employment Opportunity Policy – U.S.