

# Human Rights and Equality Policy

## Purpose

Celanese maintains an overarching commitment to respect the human rights of all of its stakeholders and to avoid human rights abuses. We are committed to safeguarding the human rights of our employees, the individuals in our value chain, and those with whom we engage in business interactions. Celanese's approach is designed to align with fundamental principles of basic human rights and core elements of the United Nations Universal Declaration of Human Rights. We are a [signatory to the UN Global Compact](#), furthering our commitment to universal sustainability principles on human rights, labor, environment and anti-corruption.

Through adherence to this policy, our [Business Conduct Policy](#) (the "BCP"), our [Sustainable Procurement Policy](#), and other related policies we strive to uphold human rights in our operations, businesses, communities and supply chains, and we expect our employees and business partners to conduct business according to the highest principles of integrity, ethics, fairness and respect.

## Freedom of Association

Celanese respects employees' voluntary freedom of association and right to form and join trade unions of their choosing, bargain collectively, and peacefully assemble as permitted under the local laws of the communities where we operate. Many of our employees are represented by officially designated third parties like labor unions, trade unions, or works councils. We recognize the right of workers to share ideas and concerns with management, free of fear of reprisal, and we do not tolerate reprisal or retribution against anyone who lodges a complaint or concern in good faith.

## Forced Labor

Celanese does not engage in and will not tolerate human trafficking, slavery or the use of forced labor of any kind. To that end, the Company complies with applicable laws and regulations regarding the use of forced labor, including Section 307 of the Tariff Act of 1930 and the [Uyghur Forced Labor Prevention Act](#). We do not tolerate the inhumane treatment of any workers, including the charging of fees for employment or request for refundable security deposit to be paid for employment purposes. We also do not retain passports or other original employee documents unless required by law, and will not restrict employee access to such documents. We expect the same from all of our recruitment partners.

## Child Labor

Celanese prohibits child labor and abides by the [ILO Convention 138 on Minimum Age](#). We do not hire people under the applicable minimum age as required by applicable law. As part of our pre-boarding activities, we verify job candidates' age before hiring to ensure legal working age in our various jurisdictions. We typically do not employ any individuals under the age of 18 outside of special programs such our apprenticeship offerings that meet local minimum age work requirements.

## Employee Working Conditions

Celanese is committed to just and favorable work conditions and we invest in programs and initiatives that support the overall well-being of employees, both physically and mentally. We strive to improve the working conditions and benefits available to our employees. We offer health and wellness benefits across the globe to employees and their families, and offer paid time off for every full-time employee and two paid days off per year for volunteering in their community.

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Through our two-way performance and development conversations we actively seek and value employee feedback through regular check-ins and formal annual reviews.

Celanese has established fair and competitive pay levels that are based on local markets, job descriptions and are not based on gender, age, ethnicity, nationality or other personal characteristics or beliefs. We provide compensation and benefits that are competitive and that meet or exceed the legally required wage or local industry standard. At minimum, we provide all workers with fair wages and equal remuneration for work of equal value and uphold all applicable fair wage laws, including laws and regulations regarding working hours and overtime. Our compensation philosophy is communicated and available to all employees.

We are committed to complying with local legal requirements and collective bargaining agreements regarding working time, conditions and appropriate compensation, and actively address concerns from employees regarding working conditions to continue to improve where possible.

### **Indigenous People & Free, Prior and Informed Consent**

Celanese is committed to contributing to the betterment of the communities in which we operate. We recognize the unique relationship of indigenous communities with their environments, and we respect the culture, heritage, life systems, customs, beliefs and practices of neighboring communities, including those associated with indigenous communities that exist where we operate. In connection with adherence to the [UN Declaration on the Rights of Indigenous Peoples](#), Celanese seeks to understand, recognize and accept the importance of establishing respectful relationships between the Company and the communities surrounding its operations, and places a special emphasis on relationships established with indigenous peoples. Should we need to expand our land use activities, Celanese respects the free, prior and informed consent in our engagement with indigenous communities as set forth in [ILO Convention 169 on Indigenous Peoples](#).

### **Sustainable Procurement**

We adhere to the goal of eradicating human rights abuses in our supply chain. We expect our employees and business partners to conduct business according to the highest principles of integrity, ethics, fairness and respect. Our [Third Party Code of Conduct](#) sets forth the basic requirements a vendor must meet to build and maintain a business relationship with Celanese. We also encourage our third party suppliers to be transparent about supply chain challenges so we can work toward identifying and implementing practical solutions together. We expect our third party suppliers to adhere to applicable local laws and regulations with respect to the protection of human rights and the environment in the supply chain. As set forth in our [Modern Slavery Statement](#), we are working to further avoid and combat modern slavery and human trafficking in our supply chain through the effective implementation of the requirements of the EU Supply Chain Directive and German Supply Chain Due Diligence Act. We are working to address all duties of care required by these laws, including a risk assessment to identify the human rights and environmental risks in the business operations of our suppliers.

### **Conflict Minerals**

Celanese is committed to sourcing materials from companies that share our values around human rights, ethics and environmental responsibility as noted in our [Conflict Minerals Policy](#). We work diligently with our global supply chain partners to conduct our business in a manner that supports the humanitarian goal of ending violent conflict and human rights abuses in the Democratic Republic of the Congo and adjoining countries. We source a limited amount of designated conflict minerals for use in our manufacturing operations and we expect our suppliers to source only from responsible smelters and refiners who identify the sources of the conflict minerals that we purchase and to declare the conflict mineral status of their products. We expect our suppliers to comply with our Third Party Code of Conduct and meet our sustainability expectations, including conflict-free sourcing. Celanese's efforts to source minerals responsibly are reinforced by the Celanese Conflict Minerals Policy and our continued collaboration and membership with the [Responsible Minerals Initiative \(RMI\)](#), which works to encourage smelters and refiners to undergo audits aligned with [Organization for Economic Co-operation and Development \(OECD\) guidelines](#).

### **Diversity, Equity and Inclusion**

Celanese is continuing to build a diverse, multi-cultural workforce that fosters an inclusive working environment. We

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are committed to equal opportunity and strive to reflect the diversity of the communities where we do business. We embed Diversity, Equity, and Inclusion (DE&I) principles into the way we do business and commit to upholding a culture that is grounded in respect and promotes equitable opportunities for our people, our partners, and the communities where we operate. We employ local workers, invest in building diverse talent pools and provide resources to leaders and employees. We continue our support of the United Nations' [Women's Empowerment Principles](#). We have global site-level Employee Resource Groups (ERGs) which serve as non-partisan communities of employees organized around a common underrepresented dimension where they can network, raise cultural awareness and expand the Company's talent network.

We also believe our third party suppliers should be as diverse as our global workforce. In 2020, we established a Supplier Diversity Program to support and encourage the inclusion and utilization of diverse businesses in our purchasing activities. Our Supplier Diversity and Inclusion Council oversees and advises on this work.

### **Prevention of Discrimination, Harassment, and Retaliation, and Equal Opportunity**

Celanese is committed to the protection of the rights of all individuals, including women and minority groups, and providing a work environment that is free of unlawful discrimination and all forms of harassment and retaliation. Celanese prohibits any manner of physical and verbal harassment, including bullying, mobbing and sexual harassment. The Company maintains strong procedures to prevent such behaviors, including routinely communicating its expectations and in training employees and managers. We recruit, hire, train, promote, discipline and make other employment decisions without regard to any protected status categories. Through our equal opportunity and diversity and inclusion policies, we prohibit discrimination based on race, color, religion, national origin, age, citizenship, gender, marital status, pregnancy, sexual orientation, gender identity and expression, veteran status, physical or mental disability and other non-business-related factors. We take all violations of these policies seriously and have consequences for violations, up to and including termination of employment.

### **Environmental Health, Safety and Security**

Celanese is committed to protecting the environment, preserving the health and safety of our employees, contractors and communities and to promoting the safe operations of our processes. In accordance with our [Environmental, Health and Safety \(EH&S\) Policy](#), we strive to be an industry leader in EH&S performance, aiming not just to meet but exceed EH&S requirements through a global management system that applies to all of Celanese's operations.

Celanese is a leader in Responsible Care®, the global chemistry and industrial performance initiative set forth by the American Chemistry Council. Responsible Care® is instrumental in helping chemical companies implement and maintain world-class management systems that are designed to improve performance, safety and environmental metrics.

At Celanese, driving our sustainability culture is a key part of our strategy, and we expect our leaders to create an environment where unsafe situations are unacceptable and are swiftly acted upon. In support of our sustainability goals and environmental responsibility, we design and operate our facilities in a manner that protects the environment and the health, safety and security of our employees, contractors and the public. Procedures are in place to timely communicate any threats or security concerns to employees and community agencies and to deal appropriately with such situations. We expect our contractors including those responsible for site security to follow our Labor & Human Rights standards outlined in our Third-Party Code of Conduct. We are committed to developing and producing products that can be manufactured, distributed, used and recycled or disposed of in a safe, secure manner.

### **Core Compliance Policies and Reporting**

Employees are expected to adhere to Celanese policies for ethical business conduct, anti-corruption, global competition, and cybersecurity.

**[Business Conduct Policy](#)**: At Celanese, our actions define us and our Company. Our code of conduct – which we call our Business Conduct Policy – outlines our ethical standards and global expectations for our employees.

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**Anti-Corruption Policy:** Avoiding corrupt practices positions us for a sustainable future. Our Anti-Corruption Policy provides guidance for preventing corruption, giving and receiving gifts, working with third parties and appropriate record keeping. Celanese specifically prohibits offering, promising, making, requesting, accepting or agreeing to accept any payments or favors that might be considered improper or illegal.

**Competition Law Policy:** Celanese is committed to operating with integrity and in compliance with all applicable laws and internal policies designed to promote fair and honest competition.

**Cybersecurity Statement:** Celanese is committed to maintaining the trust of our customers, vendors, and employees by managing the risks associated with cybersecurity. To that end, we have implemented comprehensive practices to minimize global cybersecurity threats that target the confidentiality, availability, and integrity of our data, operations and infrastructure. Our cybersecurity program is designed to align to National Institute of Standards and Technology's (NIST) Cybersecurity Framework (CSF) standards and is assessed annually by a third party.

**Reporting:** Employees are trained annually on each of these policies and are encouraged to report any suspicions of wrongdoing via multiple channels, including the Company's whistleblower hotline known as the [Ethics Helpline](#). Where allowed by law, individuals can contact the hotline anonymously, and all reports are confidential. We expect good faith reporting and commit to the thorough investigation of all allegations. We strictly prohibit retaliation in any form against anyone who makes a good faith report about suspected violations or who cooperates in an investigation of an alleged violation.

## Implementation

This Human Rights and Equality Policy has been communicated and is accessible to all employees. Celanese requires that all employees complete an annual training course on our Business Conduct Policy, which includes the Company's policies on human rights and respectful workplace. Employees who believe that there may have been a violation of this Policy may report it through established channels including but not limited to:

- the manager of the department in which the violation occurred;
- any member of Celanese management or a Celanese attorney;
- the employee's HR manager;
- the Chief Compliance Officer;
- the Company's Ethics/Whistleblower Helpline.

In furtherance of its commitment to human rights, Celanese expects its suppliers, vendors and contractors to abide by all laws, rules and regulations in effect in the countries and jurisdictions in which they do business. We also expect suppliers, vendors and contractors to agree to abide by this Policy and demonstrate a commitment to human rights via their own policies. This is outlined in our Third Party Code of Conduct. Third parties also have access to the Company's Ethics/Whistleblower Helpline to report any violations of this policy.

## Administration

The **Chief Human Resources Officer** and **Chief Compliance Officer** have overall responsibility for the administration and periodic review of this policy.

**Human Resources, Attorneys and Supervisors/Managers** at all levels are responsible for upholding this policy and fully supporting the Company's efforts to create a respectful, fair and safe work environment; to model their behavior accordingly; and to report non-compliance with this policy.

**Employees** at all levels must comply with this Policy and are responsible for treating co-workers with respect and dignity, valuing different thinking and ideas, working effectively across differences and reporting any violations of the principles presented herein.

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