

Modern Slavery Statement

As a socially responsible global company, Celanese Corporation is committed to embedding respect for human rights as an integral element of its corporate culture. Celanese Corporation has issued this statement in accordance with section 54 of the United Kingdom Modern Slavery Act 2015 and the California Transparency in Supply Chains Act 2010 to describe all measures taken in order to avoid and combat any form of modern slavery or human trafficking in the company's supply chain ("the Statement"). This Statement constitutes the Group's statement for the financial year ending 31.12.2020.

In conformity with the above-mentioned Acts, in this Statement we report about:

- Our organizational structure and business operations
- Our policies regarding modern slavery and human trafficking
- Our further safeguarding measures
- Our supply chains
- Outlook and next steps to prevent modern slavery
- The approval for this statement

1. Organizational Structure and Business Operations

Celanese Corporation is a publicly traded corporation (NYSE: CE), incorporated in Delaware and headquartered in Irving Texas. It is a global technology and specialty materials company that engineers and manufactures a wide variety of specialty materials and chemical products, which are essential to everyday living and used in most major industries and consumer applications. The company's business is structured around two complementary cores – Materials Solutions and the Acetyl Chain, with the two segments sharing raw materials, technology, integrated systems and research resources to increase efficiency. As of December 31, 2020, Celanese employed 7,658 people across 33 global production facilities and an additional 6 strategic affiliate production facilities, as well as commercial offices and technical centers in North America, Europe and Asia. In 2020, the company generated net sales of \$5.655 billion.

Our corporate vision is *"improving the world and everyday life through our people, chemistry and innovation."* In achieving this vision, the company pledges to uphold high standards of integrity and ethics, and to comply with all applicable laws, rules and regulations. The company is particularly committed to human rights and fair working conditions, not only in its own operations but also in those of its business partners. Celanese pursues its vision through its values of:

people – safety – customers – quality – community – shareholders

We hold equally high all six values. By putting "**people**" first, we strongly underline our commitment to *"promote a rewarding, engaging and inclusive workplace with opportunities for collaboration, development and leadership."*¹ By adding "**safety**" and "**community**," we further sharpen our expectations and ambitions regarding social responsibility as well as our commitment to the health and safety of our employees, our contractors' employees,

¹ See also our first [Human Capital Report](#).

and communities. This goes hand in hand with the adoption of our Environmental, Social and Governance ("ESG") framework, which is currently governed by the newly established ESG Council.²

Furthermore, Celanese Corporation is a Responsible Care® company, and as such operates according to strict environment, health and occupational safety standards in its own operations, and also promotes these standards among its contractors and suppliers. Operating in compliance with applicable laws as a general guiding principle is also reiterated in Celanese's [EHS Policy & Guiding Principles](#).

More information about Celanese can be found [here](#).

2. Our Policies

Business Conduct Policy

Our [Business Conduct Policy \(BCP\)](#) is a comprehensive set of rules for Celanese Corporation and its subsidiaries regarding compliance with applicable laws, the avoidance of conflicts of interest and the observance of our values in the conduct of business. The recognition and observance of human rights, including the avoidance of child labor and forced or compulsory labor or any other forms of human abuse, form a key part of the BCP. The BCP not only binds all employees of Celanese Corporation and its subsidiaries, it expressly encourages third parties engaged by Celanese also to follow these standards.

Third Party Code of Conduct

Celanese's [Third Party Code of Conduct](#) is designed to make Celanese's third party business partners, including suppliers, aware of the Celanese's ethical and legal standards for doing business with Celanese. Our Third-Party Code of Conduct makes clear that third parties providing goods or services to or for Celanese are expected to not use child labor, or any form of involuntary, forced, or compulsory labor, including prison labor, slave labor, or labor connected to human trafficking. Third parties are also expected not to knowingly engage in business with any individual or company that uses any child or involuntary labor in connection with any goods or services provided to or for Celanese. The Third-Party Code of Conduct also provides that Celanese has the right to terminate its relationship with any third party that fails to comply with these provisions.

Human Rights and Equality Policy

The [Human Rights and Equality Policy](#) of Celanese published in October 2020 is designed to align with the United Nations Global Compact and core elements of the United Nations Declaration of Human Rights. With this policy, Celanese re-enforces its commitment to safeguarding human rights of our employees and the individuals in all our business interactions. We expect our employees and business partners to conduct business according to the highest principles of integrity, ethics, and fairness as described in our BCP and related policies.

Other Policies

Doing business the right way – with honesty, integrity, and in compliance with the law – is a fundamental principle also set forth in many others of our policies, all designed to secure our commitment to compliance with laws and ethical standards and to guide our employees' and contractors' (including suppliers') conduct in specific areas:

² Further details on our ambitions with regards to ESG can be found here: <https://www.celanese.com/en/Sustainability>

- Our [EHS Policy and Guiding Principles](#) direct company employees and contractors to protect the environment, preserve the health and safety of employees, contractors and communities, and ensure the safe operations of processes.
- In our [Anti-Corruption Program \(ACP\)](#) and Gifting Guidelines we give our employees more precise guidance on how to avoid corrupt practices and ensure lawful interactions with third parties, e.g. through due-diligence processes and regular monitoring.
- In our [Conflict Minerals Policy](#) we commit to sourcing materials from suppliers that share our highest legal and ethical standards and confirm compliance with the SEC's Conflict Minerals rules.

3. Our Further Safeguarding Measures

Training

Raising awareness of modern-day slavery both within our business and our supply chains is important to us. We are aware that identifying potential and actual cases requires educating employees to understand the drivers of modern slavery as well as the possible indicators. Employees are trained on the detection and prevention of modern-day slavery. Employees also complete a Business Conduct Policy knowledge check and certification of compliance annually to ensure that our ethical values and compliance policies and procedures are understood and implemented at all levels.

Helpline

Anyone, including Celanese contractors, suppliers and non-company persons may use the Celanese Ethics [Helpline](#) to report illegal or unethical conduct by Celanese employees or third parties related to Celanese (including suppliers). The helpline is managed by an independent third-party provider and allows anonymous, free of charge online and phone reporting in multiple languages. Its existence is prominently communicated to employees and contractors on a regular basis. All incoming reports are investigated and appropriate remedial actions are taken.

4. Our Supply Chains

Given our global business operations and the conditions of today's globalized world, our procurement structures are designed to efficiently source high-quality production materials and services through global supply chains on competitive terms. Celanese currently procures raw materials, parts and services from over 10,000 suppliers worldwide.

Risk Analysis

In 2019, we undertook an initial analysis of our exposure to the risk of being involved in modern slavery by comparing the findings of the Global Slavery Index (**GSI**) 2018 with our supplier base. In the past year we have increased our focus on modern slavery within our wider business operations, and the supply chains of our goods, and have mapped our supply chains to assess particular industry / sector and geographical risk.

Celanese continues to carefully monitor changes in its supplier base with regards to new suppliers in countries exposed to higher risks regarding modern slavery and consequently determine the appropriate level of due diligence prior to contracting any such new supplier or contractor.

Contractual Supplier Obligations

Celanese's standard supplier contract templates explicitly state that the contracting party must comply with any applicable law, in particular with human rights and regulations related to labor conditions, wages and working hours.

Due diligence onboarding process and monitoring

To promote compliance with contractual duties, laws and observance of Celanese's values in its supply chain, we conduct diligence for certain high-risk third parties. Furthermore, after such a business relationship has commenced, Celanese continues to monitor its business partners' conduct to identify any instance of non-compliance with applicable laws or Celanese policies.

Supplier risk evaluations

Celanese has launched a supplier risk evaluation and monitoring program starting with strategic suppliers that represent approximately 50% of our 2020 spend. These surveys will include questions relating to social/labor matters, such as discrimination/workforce rights issues and human rights issues.

5. Outlook and Next Steps

Honoring our commitment to the objectives of the UKMSA, we are working on the following to further avoid and combat modern slavery and human trafficking in our supply chain:

- update the content of our compliance trainings related to issues around modern slavery and human trafficking.
- add a clause to our supplier contract template, whereby the supplier warrants that its business activities shall not be in contradiction with our BCP. In the case of a breach of these obligations, Celanese reserves the right to terminate the contractual relationship and take further action as appropriate. This clause was already beginning to be implemented in 2021.
- we strive to raise supplier engagement and awareness by using surveys, newsletters, and supplier workshops.


We understand that the risk of modern slavery is not static and will continue our efforts to further mitigate this risk. In order to assess the effectiveness of the measures already taken, we will review important indicators such as staff training levels, actions to strengthen supply chain auditing and verification, steps taken to educate high-risk suppliers, and any investigations undertaken into reports of modern slavery and respective remedial actions.

6. Approval

On September 2, 2021, this Statement was approved by the Chief Executive Officer as well as the Chief Compliance Officer with respect to the Financial Year 2020.



Lori J. Ryerkerk
Chief Executive Officer
Celanese Corporation



Anne Brooksher-Yen
Chief Compliance Officer
Celanese Corporation