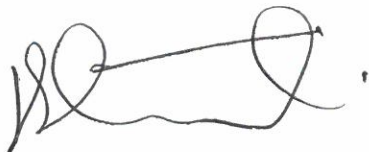


# INEOS Compounds

## Social Accountability Statement

INEOS Compounds understands the social impacts of its activities and maintains the standards expected of a responsible company. This is achieved internally, and in our dealings with external suppliers, through the following commitments:

- 1) We will not engage in or support the use of child labour.
- 2) We will not engage in or support the use of forced labour.
- 3) We will provide a safe and healthy work environment.
- 4) We will respect the right of employees to join trade unions of their choice and bargain collectively.
- 5) We will not engage in or support discrimination in our activities based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation or age.
- 6) We will not engage in or support the use of corporal punishment, mental or physical coercion, and verbal abuse.
- 7) We will comply with applicable laws and industry standards on working hours.
- 8) We will ensure that salaries paid will always meet legal or industry minimum standards.



**Jonathan Stewart**  
**Chief Operating Officer - INEOS Compounds**