

**Human Rights Areas of Particular Concern to LANXESS – Selected Mitigation and Remediation Actions**

Plant, Process & Occupational Safety		Labor Standards	No Discrimination	Human Rights in the Supply Chain		Communities
				Suppliers	Customers	
<b>Mitigation Actions/ Plans</b>	Global Safety Initiative “Xact” is aimed at lifting our safety culture; Through ongoing training of our employees and regular auditing of our health and safety management, we ensure that the requirements for health protection and safety precautions are systematically and sustainably implemented in our processes; HSE Sub-committee ensures compliance with uniformly high safety standards and initiates necessary guidelines, strategies and programs.	Flexible working-time models (where possible); Fair and market rate compensation regardless of the gender; Close cooperation with employee representatives including trade unions and employers’ associations, in line with the principle of active codetermination; Ensure fair working hours by tracking and monitoring working hours through local time attendance systems in many of our sites; Wide-ranging measures to promote health and wellbeing at our sites, e.g. medical check-ups, training on stress management and fitness or dietary options.	Diversity & Inclusion (D&I) initiatives to enhance respect and diversity at LANXESS, incl. global management training; Corporate responsibility goals with regard to gender diversity, aiming to increase the proportion of women in the management; Diversity Dashboard containing detailed key-data analyses for the diversity dimensions of age, gender and nationality, enabling us to view the respective development and to derive corresponding strategic measures; Integrity Line “Speak up” <sup>3)</sup> provides various means of reporting potential discrimination issues to the compliance organization.	Supplier assessments and audits (also within the context of our engagement in the TFS <sup>1)</sup> initiative) which also cover human rights, child labor, labor and safety standards, environmental protection and integrity; Acknowledgement of our Supplier Code of Conduct or establishment of comparable regulations and management systems in line with the UN Global Compact is essential; Our Integrity Line “Speak up” <sup>3)</sup> provides various ways of reporting potential issues also for externals.	Product safety management to steer observance of product stewardship; Worldwide tracking of relevant products and their application with respect to potential health and environmental impacts and to prevent dual-use; Material safety data sheets in more than 40 languages inform about safety measures when handling chemicals; Comprehensive annual assessment of our product portfolio from a sustainability perspective covering also environmental and social aspects.	We connect with community members by fostering activities that support community life and development. At many of our larger sites, we participate in an institutionalized dialog in established forums, such as community advisory panels. There are also community touch points either run by our company or partners in the chemical parks. Our Integrity Line “Speak up” <sup>3)</sup> also provides community members with various means of reporting potential human rights violations.
<b>Coverage of Mitigation Actions/ Plans</b>	All sites	All sites	All sites	All suppliers are reviewed from a risk perspective and relevant suppliers are assessed; suppliers identified to be at risk are subject to an individual action plan.	All relevant customers procured with hazardous and/or dual-use products	All community members can use the LANXESS Grievance Mechanisms <sup>3)</sup> to report potential violations. At many larger sites mechanisms for a regular dialogue are in place.
<b>Remediation Actions</b>	Remediation actions are an integral part of the Xact program. LANXESS records incidents which occur despite the extensive safety precautions in a worldwide electronic registration system and steps are then introduced to prevent repetitions. For instance, at our site in Liyang, China, a project was instigated to stabilize work processes, strengthen managerial responsibility and achieve greater awareness of safety issues among employees.	No actions required due to the non-existence of issues which would require measures beyond the already established mitigation plans.	No actions required due to the non-existence of breaches which would require measures beyond the already established mitigation plans as we have no reports or knowledge of any systematic discrimination. In individual cases, misconduct was reported. Verified misconduct is not tolerated and will result in appropriate disciplinary measures up to and including dismissal.	There were no remediation actions in the context of our suppliers as we did not receive any indications for human rights violations. In case of violations LANXESS reserves the right to terminate the business relationship.	No actions required beyond the already established mitigation plans as we received no indications of non-compliance concerning the health and safety impacts of our products; Products which do not fully satisfy our sustainability requirements are examined regarding specific action plans or the termination of production.	No actions required currently due to nonexistence of human rights issues which would require measures beyond the already established mitigation plans.
<b>Where to find more information?</b>	<p><u>Position on Human Rights:</u></p> <ul style="list-style-type: none"> <li>• p. 8</li> </ul> <p><u>Annual Report 2022:</u></p> <ul style="list-style-type: none"> <li>• Xact (p. 53-54)</li> <li>• HSE Sub-committee (p. 13)</li> </ul>	<p><u>Position on Human Rights:</u></p> <ul style="list-style-type: none"> <li>• p. 9</li> </ul> <p><u>Annual Report 2022:</u></p> <ul style="list-style-type: none"> <li>• p. 41-56</li> </ul> <p>Website: <a href="#">Sustainability/Material-Topics/Good Governance and Energized Employees</a></p>	<p><u>Position on Human Rights:</u></p> <ul style="list-style-type: none"> <li>• p. 10</li> </ul> <p><u>Annual Report 2022:</u></p> <ul style="list-style-type: none"> <li>• p. 39</li> </ul>	<p><u>Position on Human Rights:</u></p> <ul style="list-style-type: none"> <li>• p. 11</li> </ul> <p><u>Annual Report 2022:</u></p> <ul style="list-style-type: none"> <li>• p. 21, 39</li> </ul> <p><a href="#">Business Partner Code of Conduct<sup>2)</sup></a></p>	<p><u>Position on Human Rights:</u></p> <ul style="list-style-type: none"> <li>• p. 12</li> </ul> <p><u>Annual Report 2022:</u></p> <ul style="list-style-type: none"> <li>• p. 39, p. 57-62</li> </ul>	<p><u>Position on Human Rights:</u></p> <ul style="list-style-type: none"> <li>• p. 13</li> </ul> <p><u>Annual Report 2022:</u></p> <ul style="list-style-type: none"> <li>• p. 30-31</li> </ul>

1) TFS: “Together for Sustainability”  
2) Business Partner Code of Conduct  
3) LANXESS Integrity Line “Speak up”; click on “Notification of violations”