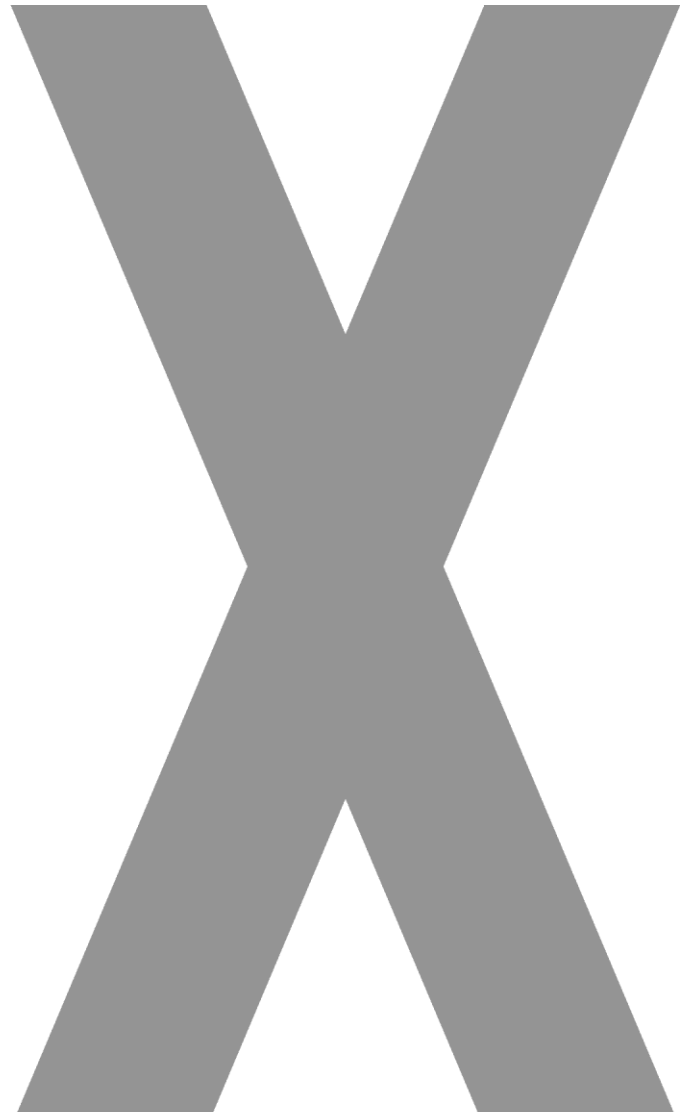


**Fighting Against Forced Labour and Child  
Labour in Canadian Supply Chains Report  
fiscal year 2024**



# **Fighting Against Forced Labour and Child Labour in Canadian Supply Chains**

## **Report 2024**

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### **1. Purpose**

This report has been made in relation to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") on behalf of LANXESS Canada Co./Cie. and LANXESS Corporation in the LANXESS Group. The mentioned legal entities will be collectively referred to as "LANXESS" for the purpose of this report.

We consider the protection of human rights to be a central element of our corporate and social responsibility and promote compliance along our value chains, in particular, the prohibition of child labour, forced labour and any form of slavery including human trafficking. Our understanding of the terms "forced labour" and "child labour" is based on the definitions given in the Act.

### **2. Our Business**

LANXESS is a leading specialty chemicals company with a presence in over 30 countries. We produce and distribute chemical intermediates, additives, specialty chemicals and consumer protective products. With our activities, we make an important contribution to society in various areas, e.g. in the fight against climate change, the development of sustainable cities and feeding a constantly growing global population.

One of Canada's major manufacturing regions, Toronto, Ontario, is home to two LANXESS production sites immersed in Responsible Care performance. LANXESS' Canadian operations support customers across the company's Additives and Urethanes business units: The Elmira plant produces synthetic lubricants and lubricant additives, the West Hill plant produces a variety of products like calcium sulfonates to keep engines clean.

## Fighting Against Forced Labour and Child Labour in Canadian Supply Chains

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### 3. Our Commitments

Our commitments for human rights are set out in Group-wide directives, instructions and corporate positions. In particular, our employees are obliged to comply with our Corporate Policy<sup>1</sup> and Code of Conduct<sup>2</sup>.

The LANXESS Corporate Policy takes up principles of responsible action and sustainable development and defines our general corporate identity and the behavior that is expected of all employees towards our stakeholders.

Our Code of Conduct, which applies throughout the Group, obliges all employees, regardless of organizational units, regions and hierarchical levels, to conduct themselves with integrity and in accordance with the rules and to adhere to our corporate values of respect, trust, responsibility, professionalism and integrity. The Code of Conduct contains, among other things, clear instructions for compliance with human rights, occupational safety and environmental protection and is handed out to every new employee with the employment contract.

We also expect our business partners (e.g. suppliers, customers, sales partners) to conduct their business properly and to respect human and environmental rights, among other things. Our expectations in this regard are set out in our Business Partner Code of Conduct<sup>3</sup>. Our business partners commit to adhering to these principles when collaborating with LANXESS and to communicate and advocate for their implementation to their own business partners engaged in cooperation with LANXESS or equivalent principles. If the business partner has established its own Code of Conduct that is equivalent to our principles, LANXESS and the business partner recognize their respective Codes as equivalent.

Our approach to implementing human rights due diligence obligations, including risk management, risk analysis, complaints procedure, and the verification of effectiveness are set out in our Statement on respect for human rights and corresponding

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<sup>1</sup> See <https://lanxess.com/en/sustainability/what-drives-us/focus-topics/strong-people-and-business-relations/one-lanxess-one-vision/corporate-policy> .

<sup>2</sup> See <https://lanxess.com/en/sustainability/what-drives-us/focus-topics/human-rights> .

<sup>3</sup> See <https://lanxess.com/en/sustainability/what-drives-us/focus-topics/human-rights> .

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environmental standards<sup>4</sup>. The Statement will be updated every year based on the findings of our yearly global human rights risk analysis.

In accordance with the requirements of the Act, and in particular Section 11 thereof, I attest that the report was approved under Section 11(4)(b)(i), and have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind the respective legal entity, as represented below.

#### LANXESS Canada Co./Cie

Signed by:



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Name: Simon Berheide

Title: Vice President & Chief Financial Officer

#### LANXESS Corporation

Signed by:



C322EAB61DDE4CD

Name: Simon Berheide

Title: Vice President & Chief Financial Officer

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<sup>4</sup> See <https://lanxess.com/en/sustainability/what-drives-us/focus-topics/human-rights> .