



# Policy on Human Rights and Labor Standards

In the Lenzing Group, we are guided and driven by our corporate values of safety and sustainability. We foster a safety culture and a sustainable working environment for the benefit of all our employees, all local communities in which we operate and all partners we do business with. Our employees and our social responsibility towards them come first in everything we do. It is imperative that the entire global network of the Lenzing Group fulfills, and wherever possible, exceeds all applicable social and ethical obligations. We hold our suppliers to the same high standards.

## Our commitment:

We fully support all internationally recognized human rights. We do not participate in or condone any human rights abuses. In particular, we are fully committed to uphold the protection of the human rights of all employees within our sphere of influence.

We fully respect and support the principles proclaimed in the Universal Declaration of Human Rights (UDHR), the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the fundamental labor principles that protect workers' rights as defined by the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO). These fundamental labor principles include:

- the prohibition of child labor
- the prohibition of forced labor in all its forms (including prison labor, indentured servitude and slavery)
- freedom of association and the right to collective bargaining

- fair compensation and working hours
- safe and healthy workplaces
- protection from discrimination, harassment and inhumane treatment. This includes but is not limited to protection from employment decisions based on personal characteristics or beliefs that are not related to the ability to do one's job, including gender, age, race, color, national origin, ethnicity, social background, sexual orientation, family responsibility (including pregnancy), disabilities, political opinion, sensitive medical conditions, discrimination in working conditions, marital status and others

In the Lenzing Group, we strongly believe that our success depends on employee satisfaction and well-being. We foster compliance with our high internal standards and all applicable external requirements on a continuing basis through training programs and risk-based auditing programs for suppliers.

Approved by the Lenzing Executive Committee:

Senior Vice President Global HR on behalf of the Executive Committee  
Michael Elling

Lenzing, February 2019