

# Overview of Human Rights & Henkel's Framework for Responsible Business Practices

Prerequisite: Comply with national law

|  | Expectations relevant<br>for Henkel's business activities  | Integration into Codes & Standards  |
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| <b>ILO Fundamental Principles &amp; Rights at Work</b>   |  |   |
| <b>Principle 1:</b><br>Freedom of association and the effective recognition of the right to collective bargaining.   | <ul style="list-style-type: none"> <li>Respecting the rights of employees to freedom of association and freedom of assembly.</li> </ul>  | <ul style="list-style-type: none"> <li>Social Standards (page 6)</li> <li>Responsible Sourcing Policy (page 2)</li> </ul>   |
| <b>Principle 2:</b><br>The elimination of forced or compulsory labor.  | <ul style="list-style-type: none"> <li>Demonstrating zero tolerance of forced labor.</li> </ul>  | <ul style="list-style-type: none"> <li>Social Standards (page 6)</li> <li>Responsible Sourcing Policy (page 2)</li> </ul>   |
| <b>Principle 3:</b><br>The abolition of child labor.   | <ul style="list-style-type: none"> <li>Demonstrating zero tolerance of child labor.</li> </ul>   | <ul style="list-style-type: none"> <li>Social Standards (page 6)</li> <li>Responsible Sourcing Policy (page 2)</li> </ul>   |
| <b>Principle 4:</b><br>The elimination of discrimination in respect of employment and occupation.  | <ul style="list-style-type: none"> <li>Demonstrating zero tolerance of discrimination and ensuring fair working conditions.</li> <li>Supporting social diversity at all of the locations in which we operate.</li> </ul> | <ul style="list-style-type: none"> <li>Code of Conduct (page 9-11)</li> <li>Code of Sustainability (page 9)</li> <li>Social Standards (page 5)</li> <li>Responsible Sourcing Policy (page 2)</li> </ul>   |
| <b>Universal Declaration of Human Rights</b>   |  |   |
| <b>Article 1:</b><br><i>All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.</i>   | <ul style="list-style-type: none"> <li>Demonstrating zero tolerance of forced labor.</li> <li>Demonstrating zero tolerance of discrimination.</li> </ul>   | <ul style="list-style-type: none"> <li>Code of Conduct (page 9-11)</li> <li>Code of Sustainability (page 9)</li> <li>Social Standards (page 5-6)</li> <li>Responsible Sourcing Policy (page 2)</li> </ul> |
| <b>Article 2:</b><br><i>Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.</i><br><br><i>Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.</i> | <ul style="list-style-type: none"> <li>Demonstrating zero tolerance of discrimination.</li> </ul>  | <ul style="list-style-type: none"> <li>Code of Conduct (page 9-11)</li> <li>Code of Sustainability (page 9)</li> <li>Social Standards (page 5)</li> <li>Responsible Sourcing Policy (page 2)</li> </ul>   |

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| <p><b>Article 3:</b><br/><i>Everyone has the right to life, liberty and security of person.</i></p>  | <ul style="list-style-type: none"> <li>• Ensuring the health and safety of employees, contractors, visitors and neighbors.</li> <li>• Ensuring that products are safe for their intended use, in terms of human health.</li> </ul>   | <ul style="list-style-type: none"> <li>• Code of Conduct (page 11-13)</li> <li>• Code of Sustainability (page 11)</li> <li>• Social Standards (page 7)</li> <li>• SHE Standards</li> <li>• Responsible Sourcing Policy (page 2)</li> </ul> |
| <p><b>Article 4:</b><br/><i>No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.</i></p>  | <ul style="list-style-type: none"> <li>• Demonstrating zero tolerance of forced labor.</li> </ul>  | <ul style="list-style-type: none"> <li>• Social Standards (page 6)</li> <li>• Responsible Sourcing Policy (page 2)</li> </ul>  |
| <p><b>Article 5:</b><br/><i>No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.</i></p>  | <p>We have integrated expectations demonstrating that we are committed to zero tolerance of forced labor into our codes and standards (see information above, related to Article 4). Beyond this, we have not identified any systemic violations of this aspect of human rights connected to our own operations or other aspects of our business activities – for example our supply chain – where we have or could have the potential to influence this aspect of human rights in a positive or negative way. We therefore do not explicitly reference this aspect of human rights within our codes and standards.</p>  |  |
| <p><b>Article 6:</b><br/><i>Everyone has the right to recognition everywhere as a person before the law.</i></p>   | <p>This aspect of human rights is the sole responsibility of the state. We have not identified any systemic violations of this aspect of human rights connected to our own operations or other aspects of our business activities – for example our supply chain – where we have or could have the potential to influence this aspect of human rights in a positive or negative way. We therefore do not explicitly reference this aspect of human rights within our codes and standards.</p>  |  |
| <p><b>Article 7:</b><br/><i>All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.</i></p> | <p>We have integrated expectations demonstrating that we are committed to zero tolerance of discrimination into our codes and standards (see information above, related to Article 2). Beyond this, the right to equality before the law is the sole responsibility of the state. Furthermore, we have not identified any systemic violations of this aspect of human rights connected to our own operations or other aspects of our business activities – for example our supply chain – where we have or could have the potential to influence this aspect of human rights in a positive or negative way. We therefore do not explicitly reference this aspect of human rights within our codes and standards.</p> |  |
| <p><b>Article 8:</b><br/><i>Everyone has the right to an effective remedy by the competent national tribunals for acts violating the</i></p>   | <p>We have not identified any systemic violations of this aspect of human rights connected to our own operations or other aspects of our business activities – for example our supply chain – where we have or could have the</p>  |  |

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| <i>fundamental rights granted him by the constitution or by law.</i>  | potential to influence this aspect of human rights in a positive or negative way. We therefore do not explicitly reference this aspect of human rights within our codes and standards.   |   |
| <b>Article 9:</b><br><i>No one shall be subjected to arbitrary arrest, detention or exile.</i>  | This aspect of human rights is the sole responsibility of the state. We have not identified any systemic violations of this aspect of human rights connected to our own operations or other aspects of our business activities – for example our supply chain – where we have or could have the potential to influence this aspect of human rights in a positive or negative way. We therefore do not explicitly reference this aspect of human rights within our codes and standards. |   |
| <b>Article 10:</b><br><i>Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.</i>  | This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.  |   |
| <b>Article 11:</b><br><i>1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.<br/>2. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.</i> | This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.  |   |
| <b>Article 12:</b><br><i>No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.</i>   | <ul style="list-style-type: none"> <li>• Guarding employees' privacy rights (including data protection).</li> </ul>  | <ul style="list-style-type: none"> <li>• Code of Conduct (page 11)</li> </ul> |
| <b>Article 13:</b><br><i>1. Everyone has the right to freedom of movement and residence within the borders of each State.</i>   | This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.  |   |

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| <p>2. Everyone has the right to leave any country, including his own, and to return to his country.</p>   |  |   |
| <p><b>Article 14:</b><br/>                     1. Everyone has the right to seek and to enjoy in other countries asylum from persecution.<br/>                     2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.</p>   | <p>This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.</p>   |   |
| <p><b>Article 15:</b><br/>                     1. Everyone has the right to a nationality.<br/>                     2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.</p>  | <p>This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.</p>   |   |
| <p><b>Article 16:</b><br/>                     1. Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.<br/>                     2. Marriage shall be entered into only with the free and full consent of the intending spouses.</p> | <p>This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.</p>   |   |
| <p><b>Article 16:</b><br/>                     3. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.</p>   | <ul style="list-style-type: none"> <li>• Providing adequate vacation entitlement and parental leave, taking into account local statutory requirements.</li> </ul>  | <ul style="list-style-type: none"> <li>• Code of Conduct (page 9-11)</li> <li>• Code of Sustainability (page 9)</li> <li>• Social Standards (page 5)</li> <li>• Responsible Sourcing Policy (page 2)</li> </ul> |
| <p><b>Article 17:</b><br/>                     1. Everyone has the right to own property alone as well as in association with others.</p>   | <ul style="list-style-type: none"> <li>• Conducting our business in an honest and fair manner, obeying all applicable laws and corresponding regulations governing fraud, bribery and corruption, and avoiding even the appearance of a conflict of interest.</li> </ul> | <ul style="list-style-type: none"> <li>• Code of Conduct (page 19)</li> </ul>   |
| <p><b>Article 17:</b><br/>                     2. No one shall be arbitrarily deprived of his property.</p>   | <ul style="list-style-type: none"> <li>• Taking measures to mitigate the risk of violations of people's rights to own property within our supply chain related to palm oil: Specifically, the</li> </ul>   | <ul style="list-style-type: none"> <li>• Henkel sources its palm material in line with the Roundtable on Sustainable Palm Oil's Principles and Criteria, which include a commitment to seeking FPIC.</li> </ul> |

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|   | practice of converting land inhabited by indigenous peoples or customary law communities into palm oil plantations without adhering to the principle of Free Prior Informed Consent (FPIC).   |   |
| <b>Article 18:</b><br><i>Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.</i> | <ul style="list-style-type: none"> <li>Demonstrating zero tolerance of discrimination and ensuring fair working conditions.</li> </ul>  | <ul style="list-style-type: none"> <li>Code of Conduct (page 9-11)</li> <li>Code of Sustainability (page 9)</li> <li>Social Standards (page 5-6)</li> <li>Responsible Sourcing Policy (page 2)</li> </ul> |
| <b>Article 19:</b><br><i>Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.</i>  | This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.   |   |
| <b>Article 20:</b><br>1. <i>Everyone has the right to freedom of peaceful assembly and association.</i><br>2. <i>No one may be compelled to belong to an association.</i>   | <ul style="list-style-type: none"> <li>Respecting the rights of employees to freedom of association and freedom of assembly.</li> </ul>   | <ul style="list-style-type: none"> <li>Social Standards (page 6)</li> <li>Responsible Sourcing Policy (page 2)</li> </ul>   |
| <b>Article 21:</b><br>1. <i>Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.</i><br>2. <i>Everyone has the right to equal access to public service in his country.</i>  | <ul style="list-style-type: none"> <li>Respecting employees' rights to private involvement in clubs, associations, political parties and other social, political or cultural institutions that pursue generally recognized and legally permitted objectives.</li> </ul> | <ul style="list-style-type: none"> <li>Code of Conduct (Page 15)</li> </ul>   |
| <b>Article 21:</b><br>3. <i>The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by</i>  | This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.   |   |

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| <i>universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.</i>  |   |   |
| <b>Article 22:</b><br><i>Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.</i> | <p>This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.</p>  |   |
| <b>Article 23:</b><br><b>1.</b> <i>Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.</i><br><b>2.</b> <i>Everyone, without any discrimination, has the right to equal pay for equal work.</i>  | <ul style="list-style-type: none"> <li>• Demonstrating zero tolerance of discrimination.</li> <li>• Respecting the rights and entitlements of employees and providing fair working conditions.</li> <li>• Providing employees with fair compensation and benefits.</li> </ul> | <ul style="list-style-type: none"> <li>• Code of Conduct (page 9-11)</li> <li>• Code of Sustainability (page 9)</li> <li>• Social Standards (page 5-6)</li> <li>• Responsible Sourcing Policy (page 2)</li> </ul> |
| <b>3.</b> <i>Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.</i>   | <ul style="list-style-type: none"> <li>• Providing employees with fair compensation and benefits.</li> </ul>  | <ul style="list-style-type: none"> <li>• Code of Conduct (page 9-11)</li> <li>• Code of Sustainability (page 9)</li> <li>• Social Standards (page 5)</li> <li>• Responsible Sourcing Policy (page 2)</li> </ul>   |
| <b>4.</b> <i>Everyone has the right to form and to join trade unions for the protection of his interests.</i>  | <ul style="list-style-type: none"> <li>• Respecting the rights of employees to freedom of association and freedom of assembly.</li> </ul>   | <ul style="list-style-type: none"> <li>• Social Standards (page 6)</li> <li>• Responsible Sourcing Policy (page 2)</li> </ul>   |
| <b>Article 24:</b><br><i>Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.</i>  | <ul style="list-style-type: none"> <li>• Respecting the right to rest and recuperation</li> <li>• Providing adequate vacation entitlement.</li> <li>• Respecting the rights and entitlements of employees and providing fair working conditions.</li> </ul>                   | <ul style="list-style-type: none"> <li>• Code of Conduct (page 9-11)</li> <li>• Code of Sustainability (page 9)</li> <li>• Social Standards (page 5)</li> <li>• Responsible Sourcing Policy (page 2)</li> </ul>   |
| <b>Article 25:</b><br><b>1.</b> <i>Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment,</i>   | <p>This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.</p>  |   |

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| <i>sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.</i>  |   |  |
| <b>Article 25:</b><br>2. <i>Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.</i>  |   | This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.  |
| <b>Article 26:</b><br>1. <i>Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.</i><br>2. <i>Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.</i><br>3. <i>Parents have a prior right to choose the kind of education that shall be given to their children.</i> |   | This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.  |
| <b>Article 27:</b><br>1. <i>Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.</i>  | <ul style="list-style-type: none"> <li>Respecting employees' rights to private involvement in clubs, associations, political parties and other social, political or cultural institutions that pursue generally recognized and legally permitted objectives.</li> </ul> | <ul style="list-style-type: none"> <li>Code of Conduct (page 15)</li> </ul>  |
| <b>Article 27:</b><br>2. <i>Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.</i>  |   | Intellectual property rights play an important role in our business, and we have established management practices in place to ensure a consistent and respectful approach to this topic. This approach is founded on compliance with relevant national and international law. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards. |
| <b>Article 28:</b>  |   |  |

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| <i>Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.</i>  | This aspect of human rights is the sole responsibility of the state. For this reason, we do not have an explicit reference to this aspect of human rights within our codes and standards.   |   |
| <b>Article 29:</b><br>1. <i>Everyone has duties to the community in which alone the free and full development of his personality is possible.</i>  | <ul style="list-style-type: none"> <li>This duty is addressed to all citizens. As a company, Henkel is committed to acting as a responsible corporate citizen, making financial and material donations in support of social institutions, environmental initiatives, education, science, health, sport, art and culture.</li> </ul>   | <ul style="list-style-type: none"> <li>Code of Conduct (page 17)</li> </ul> |
| <b>Article 29:</b><br>2. <i>In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.</i><br>3. <i>These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.</i> | We have not identified any systemic violations of this aspect of human rights connected to our own operations or other aspects of our business activities – for example our supply chain – where we have or could have the potential to influence this aspect of human rights in a positive or negative way. We therefore do not explicitly reference this aspect of human rights within our codes and standards. |   |
| <b>Article 30:</b><br><i>Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.</i>  | We have not identified any systemic violations of this aspect of human rights connected to our own operations or other aspects of our business activities – for example our supply chain – where we have or could have the potential to influence this aspect of human rights in a positive or negative way. We therefore do not explicitly reference this aspect of human rights within our codes and standards. |   |