

Policy Name:	INGEVITY HUMAN RIGHTS POLICY
Department/Group:	Human Resources
Policy Scope	All Ingevity Employees
Policy Region	Global
Revision Date	6/14/2019
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At Ingevity, our operations and conduct are guided by [The IngeviWay](#), a framework which sets forth our purpose, vision and values. We exist to improve the world through innovations that purify, protect and enhance. These concepts of “protection” and “enhancement” – along with the value we place on “people” – as stated in The IngeviWay, help to underpin the company’s policies regarding human rights. In addition, specific standards of integrity, ethics and behavior are outlined in our Code of Conduct.

We are committed to respecting and protecting human rights and comply with all applicable laws and standards related to labor practices and human rights in all of our operations regardless of geographic location. We support the United Nations’ Guiding Principles for Business and Human Rights which follows the principles of internationally recognized human rights consisting of:

- The International Bill of Human Rights (i.e. Universal Declaration of Human Rights and the International Covenants on Economic, Social and Cultural Rights and Civil & Political Rights) and
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

More specifically, and in addition, we are committed to:

- Equal employment opportunity and nondiscrimination. Employees and applicants for employment will be evaluated based on their individual merit and qualifications and will be treated equally regardless of race, ethnicity, gender, religion, age, disability or sexual orientation. This applies to all phases of employment including recruitment, hiring, selection for training, transfer, promotion and separation.
- Maintaining a working environment free from violence and harassment. Ingevity’s policies concerning harassment, discrimination, weapons in the workplace and other inappropriate behavior reinforce our expectation that all employees will maintain the highest respect for the individual and standards of workplace conduct.



- The right to a safe and healthy working environment. Our employees play a vital role in the company's long-term success and deserve working conditions that are conducive to health, safety, and productivity. We actively develop and implement safety, health and environmental (SHE) programs toward ensuring appropriate workplaces.
- Fair wages and reasonable working hours. We seek to provide compensation that meets or exceeds legal minimum wages and is in line with local market or professional benchmarks in order to provide an adequate standard of living. Also, we establish appropriate working hours and schedules to foster work/life balance that helps the company retain talent.
- The prohibition of forced and child labor.
- The freedom of association and assembly.

Ingevity conducts regular training on its Code of Conduct as a way of reinforcing its human rights policy among employees. In addition, the company maintains a Supplier Principles of Conduct which all Ingevity suppliers must adhere to as a condition of doing business.

Questions regarding this policy can be directed to Ingevity's Human Resources Department.