

# DSM's position on human rights

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**Human rights are the basic rights and freedoms to which all people are entitled. They are defined in a range of global declarations and covenants. Examples include nondiscrimination, fair remuneration, health, safety and security.**

Respecting human rights is fundamental to achieving a sustainable society. DSM embraces the responsibility we have to respect human rights across all of our operations, through our relationships with other businesses and in the communities in which we operate.

## What formal commitments has DSM made?

At DSM we have committed to:

- The Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- The International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

We also adhere to the expectations of companies in:

- The OECD guidelines for multinational enterprises
- The ten principles of the UN Global Compact
- The United Nations Guiding Principles for Business and Human Rights
- The United Nations Women's Empowerment Principles
- UNICEF, Save the Children and Global Compact Child rights and Business Principles
- Responsible Care Global Charter

In cases where the implementation of these international standards is restricted by national law, DSM will look for opportunities to adhere to the underlying principles.

## How does DSM protect the rights of employees?

The labor rights and working conditions of our employees and contractors are, at minimum, in compliance with internationally recognized labor standards and the national laws of the countries in which DSM operates. Their labor rights and working conditions are covered in the DSM Code of Business Conduct and the DSM Safety, Health and Environment policy, and include ILO core labor standards such as freedom of association, nondiscrimination, the prohibition of child labor and forced labor.

## What about the rights of business partners and their employees?

At DSM, we engage with our customers to ensure that products are used responsibly with respect to human rights, especially in relation to [product stewardship](#) and product safety. We expect other business partners, such as suppliers, agents, distributors, customers and other organizations (with which DSM has a contractual relationship linked to business operations, products or services) to respect human rights as set forth in the [DSM Supplier Code of Conduct](#) and as monitored through the [Supplier Sustainability Program](#).

## What does DSM do to protect rights of people in local communities?

DSM aspires to be a good neighbor and a reliable partner for the local community. We create jobs that support the livelihood of employees and their families. We also try to source materials locally. In addition, DSM initiates or supports projects that promote healthy and safe livelihoods, educational programs and local communities more generally.



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### **What type of governance does DSM have for human rights?**

In line with the United Nations' Guiding Principles, DSM has a due diligence process to ensure respect for human rights. DSM's Human Rights steering committee, chaired by the EVP People and Organization, monitors this due diligence process and any associated activities. We reach out to relevant parties to cooperate and achieve objectives, ask our stakeholders to report potential abuses, and encourage our suppliers to implement effective grievance mechanisms. DSM will seek to continuously improve in this area and further embed the responsibility to respect human rights in all business functions.