

DSM position paper on human rights

Key message

As a company whose mission it is to “create brighter lives for people today and generations to come”, DSM believes that respecting human rights is fundamental to achieving the sustainable societal advances that it aspires to deliver.

Human rights

The basic rights and freedoms to which all people are entitled, human rights, should be understood, respected and promoted by companies as a cornerstone of being a socially responsible business. Examples of these rights include non-discrimination, fair remuneration and health, safety and security. Human rights are specified in a range of global declarations and covenants.

DSM’s commitment to human rights

DSM acknowledges and embraces the responsibility on human rights across its own business operations, its relationships with other businesses and the communities in which it operates. DSM respects the human rights of all people affected by its operations, products or services or those of its business partners. Therefore, DSM has given its commitment to respect human rights as laid down in the:

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

Moreover, DSM adheres to the expectations of companies expressed 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;
- United Nations Women’s Empowerment Principles;
- the UNICEF, Save the Children and Global Compact Child rights and Business Principles; and
- the 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 as described in the listed standards.

DSM engages with its stakeholders to identify and address human rights concerns. Special attention is given to certain stakeholder groups such as DSM employees, DSM business relations (and their employees) and the local communities in which DSM operates.



DSM and its employees

The labor rights and working conditions of our employees, both DSM employees and contractors are, at minimum, in compliance with both internationally recognized labor standards as well as the national laws of the countries in which DSM operates. These labor rights and working conditions are covered via the DSM Code of Business Conduct, the DSM Human Resource Strategy and the DSM Safety, Health and Environment policy, and include ILO core labor standards such as freedom of association, non-discrimination, the prohibition of child labor and forced labor. Particular attention is paid to the rights of vulnerable groups, including people with disabilities, pregnant and nursing women, young workers (15-18 years old), ethnic and/or religious minorities.

DSM creates a working environment that stimulates openness and accountability by involving its employees in the development and execution of business objectives. DSM also provides opportunities for employee feedback, including on human rights related issues. DSM has a long history of employee participation where employees are represented with respect to negotiating collective bargaining contracts and social plans. DSM estimates that approximately 39% of our total number of employees are covered by collective bargaining contracts.

DSM business partners and their employees

Business Partners are suppliers, agents, distributors, customers, and other organizations with whom DSM has a contractual relation linked to its business operations, products or services.

DSM engages with its customers to ensure that products are used responsibly with respect to human rights, especially in relation to product stewardship and product safety. Moreover, DSM's People+ program is an example of how DSM strives to deliver products that have a positive social impact.

DSM expects its suppliers, agents and other business partners to also respect human rights and to work according to business principles as set out in the DSM Supplier Code of Conduct. Suppliers to DSM are requested to show their commitment and seek to identify, prevent, mitigate and account for ways in which they address their impact on human rights. To ensure compliance, DSM actively monitors its supply base via supplier contacts/visits, sustainability assessments, and quality and sustainability audits on site. In any case where human rights abuses are observed measures are taken. DSM expects its suppliers to have processes in place to remediate those human rights abuses they cause or contribute to.

With regard to companies or organizations further removed from DSM in its value chains, DSM works to identify and develop appropriate action to solve potential issues if needed.

DSM and local communities

DSM aspires to be a good neighbor and a reliable partner for the local community. Obviously, DSM creates jobs to support families and tries to source materials locally. In addition DSM starts or supports projects in the area of:

- healthy and safe livelihoods;
- educational programs; and
- local communities.

In line with the UN Guiding Principles, DSM is committed to a due diligence process to ensure human rights are respected. In this process DSM will reach out to relevant parties to cooperate with them to achieve its objectives. DSM will seek to continuously improve in this area and further embed the responsibility to respect human rights in all business functions.



At the heart of DSM's mission is the core value of sustainability and a commitment to helping to create a more sustainable world, also underlining concepts like circulate economies as well as combating climate change. This positioning paper forms the basis for embedding the responsibility to respect human rights in all business functions, including the Code of Business Conduct, Supplier Code of Conduct, People+ et cetera. Where necessary, DSM will adopt guidelines and procedures, to reflect its human rights policy. Furthermore, it underlines DSM's commitment to being a responsible corporate citizen and provides stakeholders with more transparency to access DSM's human rights performance.