

K+S Global Organization Handbook

Edition 3

[Excerpt]

Chapter Human Rights

HUMAN RIGHTS

Responsibility and contact for this chapter:

Health, Safety, Mngt. Systems & Sustainability

1. OBJECTIVES

The Company conducts business in a manner that respects the human rights and dignity of everyone affected by our operations, i. e. employees, contractors and external stakeholders. We are a signatory to the United Nations Global Compact and our commitment to human rights is based on the United Nations Guiding Principles on Business and Human Rights (Guiding Principles) and the OECD Guidelines for Multinational Enterprises. Our approach is further informed by the International Bill of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We always follow the law. Where local law and international human rights law are not aligned, we will act in accordance with the higher standard. Where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

We seek to implement our commitment through rigorous due diligence, ongoing stakeholder engagement, candid disclosure, access to complaint mechanisms and continuous improvement in our policies and processes.

2. GOVERNANCE

Day-to-day leadership and oversight of the human rights policy rests with the Sustainability Department. It coordinates activities, sets priorities, and leads K+S's company-wide efforts to respect human rights. Implementation responsibility rests with the Operational Units, which ensure integration of this policy in their respective regions.

3. OUR HUMAN RIGHTS COMMITMENT

Our human rights commitment extends to all internationally recognized human rights at risk through our operations and value chain. The due diligence process is the basis to address our human rights impacts wherever we operate. In particular, we have a longstanding commitment to addressing our most salient human rights risks, including:

+ **Forced and Child Labor**

We prohibit any kind of forced labor or human trafficking in our operations and value chain and will act against such practices as are identified. We prohibit and refrain from any kind of child labor and are committed to identifying any form of child labor in our operations and value chain and will act against such practices as are identified.

+ **Non-Discrimination & Equal Opportunity**

We value and embrace diversity and inclusion so that our collective wealth of skills, perspectives and experience leads to better solutions for our customers. Furthermore, we prohibit discrimination for example on the basis of gender, age, color, ancestry, ethnical or social origin, nationality, sexual orientation, incapacity, covered veteran status, religion, world view, or political opinion and work to maintain a work environment that is free from discrimination or harassment, when making any employment decision.

+ **Freedom of Association and Collective Bargaining**

We respect the right of our employees, to the full extent of applicable laws, rules, and regulations, to form a workers' council, collective bargaining unit or other employee representations, and to enter into collective bargaining.

+ **Health & Safety, and Dignity**

We are committed to respecting workers' dignity. Protecting people's Health and Safety are core values of the K+S Group. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. We do not tolerate any form of bullying, abuse, or harassment. This includes actions that are unwelcome, offensive, intimidating, or discriminatory as well as any form of

sexual harassment.

We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws. Employees receive wages that are in line with applicable national statutes or, in nations where no minimum wage legislation exists, consistent with applicable local industry benchmarks and in accordance with terms of applicable collective bargaining agreements.

+ **Indigenous Communities**

We recognize and respect the particular cultures, histories, and rights of indigenous people who may be particularly vulnerable to resource activities in many parts of the world. We follow national law on indigenous consultation and endeavor to attain free, prior, and informed consent wherever necessary.

4. IMPLEMENTATION

We seek to implement our commitment through human rights due diligence in line with the UN Guiding Principles. The results inform the practical training of functions; policy analysis and revision; identification of, and engagement with, affected stakeholders; targeted human rights impact assessments; and the review and improvement of our grievance mechanisms.