



CABOT CORPORATION

## HUMAN RIGHTS POLICY

Cabot is committed to sustainable business practices that ensure the well-being of our employees, customers and the communities in which we operate. We support and value human rights and are committed to complying with all applicable laws and standards related to labor practices and human rights in all of our operating locations. We also respect international human rights principles aimed at promoting and protecting human rights, including:

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

Our employees are critical to our success. Therefore, we respect each individual's human rights and ensure that our working conditions are in compliance with internationally recognized labor standards and the laws of the countries in which we operate. We are committed to the following principles:

- ◆ The prohibition of child and forced labor.
- ◆ The prohibition of harassment and equal treatment of all in the workplace, regardless of ethnic or racial status, color, nationality, descent, religion, caste, gender, age, physical characteristics or appearance, sexual orientation, union membership, or political affiliation.
- ◆ The right of freedom of association and assembly.
- ◆ A voluntary process where employees and Cabot discuss the specific terms and conditions of work.
- ◆ Performance-based compensation in line with local market conditions that meets or exceeds the legal minimum wage and provide an adequate standard of living.
- ◆ An appropriate limit to the maximum number of working hours and consecutive working days.
- ◆ The right of our employees to work in a safe and healthy environment through the implementation of appropriate Safety, Health and Environmental programs.

In addition, our [CODE OF BUSINESS ETHICS](#) sets forth additional principles for everyone who works at Cabot, which further describes our commitments and responsibilities to each other, our customers, our shareholders, those with whom we do business and the communities in which we operate.

Our [SUPPLIER CODE OF CONDUCT](#) extends the requirement to conform to these principles to our suppliers.