



HUMAN RIGHTS POLICY

Cabot is committed to business practices that ensure the well-being of our employees, customers, and the communities in which we operate. We support and value human rights throughout our operations and business relationships. We respect each individual's human rights and ensure that the working conditions for our employees are in compliance with internationally recognized labor standards and the laws of the countries in which we operate. This policy reflects international principles aimed at promoting and protecting human rights, including:

- ♦ [The United Nations \(UN\) Universal Declaration of Human Rights;](#)
- ♦ [The UN International Covenant on Civil and Political Rights;](#)
- ♦ [The International Labour Organization \(ILO\) Convention No. 169 on Indigenous and Tribal Peoples](#)
- ♦ [Free, Prior & Informed Consent \(FPIC\)](#)
- ♦ [The International Covenant on Economic, Social and Cultural Rights](#)
- ♦ [The UN Guiding Principles on Business and Human Rights;](#)
- ♦ [The ILO Declaration on Fundamental Principles and Rights at Work;](#) and
- ♦ [The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.](#)

Right to Safety, Health, and a Clean Environment

As a global specialty chemicals and performance materials company, our top priority is the safety and health of our employees and our contractors' employees. This includes preventing accidents and incidents in the workplace and while operating our manufacturing facilities.

Cabot has been committed to continuously improving our safety, health, environment, and sustainability (SHE&S) performance for decades. We take numerous steps to reduce our impact on natural resources and minimize our resource consumption and emissions. This includes identifying, evaluating, and minimizing potential health and environmental risks in our portfolio. In addition to complying with all legal requirements, Cabot's own standards may exceed such legal requirements.

To ensure the safety of our employees, sites, and local communities, as well as the transportation of goods to and from our sites, we have established comprehensive standards, processes, systems, and trainings where applicable. We hold our SHE&S personnel and external safety and security service providers to high standards, including respect for human rights.

Cabot recognizes and respects the role we play in the communities in which we operate. We seek to engage with stakeholders (including employees, local communities, and, where applicable, trade unions and works councils) to support the implementation of this Policy and related programs, including our commitments to safety, health, and environmental stewardship. Cabot facilities communicate on these issues with local community leadership including fire, police and other public safety officials, regulatory agencies, local officials and/or trade unions and works councils.

Respect for Indigenous Peoples

Cabot seeks to respect the rights of local communities, including Indigenous Peoples, in the areas where we operate, as identified in ILO Convention No. 169 concerning Indigenous and Tribal Peoples. We aim to understand local cultures, customs, and concerns and, where appropriate to our operations, engage

with Indigenous communities in a manner informed by applicable law and recognized international human rights principles, including the principles of Free, Prior and Informed Consent (FPIC). We support this commitment through our business operations, including site-level community engagement.

Prohibition of Forced Labor, Human Trafficking and Child Labor

We do not tolerate any form of exploitation of labor, forced or bonded labor, human trafficking, or other forms of modern slavery. We are strictly opposed to all forms of child labor, as identified in [ILO Convention No. 138](#). We comply with laws and standards related to labor practices in our office and operating locations.

Protection Against Discrimination

We prohibit harassment and support equal treatment of all in the workplace and are committed to providing a work environment that does not discriminate on the basis of any legally protected status. We recognize that our success is driven by the contributions of our employees [across the globe](#). We are deeply committed to fostering an inclusive workplace where all employees can contribute, thrive, and grow.

Freedom of Association

We acknowledge and support employees' voluntary freedom of association and right to form and join trade unions and to bargain collectively. We are committed to good faith collaboration with employee representatives. We comply with applicable local laws while respecting internationally recognized labor rights. These principles are in line with the ILO's standards, specifically ILO Convention Nos. [87](#) and [98](#).

Right to Equitable, Fair, and Competitive Pay, and Regular Working Hours

Cabot is committed to ensuring that employees are paid fairly, without discrimination. We use performance-based compensation in line with local market practices that meet or exceed the legal minimum wage and provide fair and competitive wages. We conduct reviews periodically to monitor our pay practices, ensure pay equity, and develop pay actions where appropriate.

In support of our culture, which highly values safety and well-being, Cabot is committed to regular working hours, breaks, and paid vacation for our employees in compliance with local laws.

Human Rights Due Diligence Processes

Cabot maintains systems and processes intended to identify, assess, and address potential human rights risks in its operations and, where appropriate, in its business relationships, including the following:

Training

All employees are required to adhere to Cabot's [Code of Business Ethics](#) and to complete annual training, which includes the topics of anti-bribery and corruption issues, as well as the use of Cabot's internal reporting system. Cabot also offers employees training on human and labor rights.

Complaint Procedure and Remediation

Cabot has established internal and external reporting channels, including an online reporting tool to receive reports of misconduct or noncompliance. These channels are available to Cabot employees and third parties to raise concerns related to human rights, ethics, compliance, and other matters. Reports are reviewed and assessed in accordance with Cabot's internal procedures, and appropriate steps are taken to investigate and address substantiated concerns. There is also a mechanism for non-Cabot employees to contact the Company's Board of Directors by sending an email through Cabot's website.

Where Cabot identifies that it has caused or contributed to adverse human rights impacts, it seeks to implement appropriate remedial actions consistent with its policies and applicable laws.

Cabot's Office of Compliance, in coordination with Legal, Human Resources, and other relevant functions, oversees the review, investigation, and resolution of reported compliance matters, including those related to human rights. Responsibility for implementation of this Policy is shared across functions. Cabot prohibits retaliation against anyone who makes a good faith report about known or suspected violations or questionable conduct, including human rights violations, or who cooperates in an investigation.

Preventative Measures

Cabot expects our suppliers to comply with the Company's [Supplier Code of Conduct](#), which requires compliance with local and national labor laws regarding compensation and working hours, and prohibits discrimination, child labor, or forced labor practices. In addition, within Cabot's Procurement system, we deploy risk assessment tools that assist in identifying and assessing potential risks across the global supply chain.

Supplier Remediation

Where Cabot becomes aware of a possible breach of human rights, we seek to investigate and remedy this by taking a tiered response, depending on the nature and severity of the issue, in accordance with Cabot's Supplier Code of Conduct. If the remedy is not effective, Cabot reserves the right to terminate the business relationship.

Conflict Minerals

As a public company, Cabot is subject to the conflict minerals rules adopted by the U.S. Securities and Exchange Commission (SEC). Cabot is a provider of reinforcing carbons, specialty carbons, battery materials, engineered elastomer composites, inkjet colorants, masterbatches and conductive compounds, fumed metal oxides and aerogel. None of these products contain conflict minerals as defined by the SEC. More information about our practices with regard to conflict minerals are found in Cabot's [Conflict Minerals Statement](#).

Board of Directors

This Policy has been approved by Cabot's Board of Directors and is subject to periodic review.

Issued: June 1, 2023

Revised: August 31, 2026