INDORAMA VENTURES

Responsible Sourcing Policy

2025

Responsible Sourcing Policy

Indorama Ventures Public Company Limited and its subsidiaries and affiliates (collectively referred to as Indorama Ventures) are committed to conducting its business in accordance with applicable laws, regulations and the highest ethical standards related to, amongst others, environmental, social, and governance. To ensure alignment across the supply chain, Indorama Ventures expects its Suppliers to adopt similar principles.

Therefore, in line with Indorama Ventures' vision, the company seeks to actively engage all its Suppliers in the supply chain by adhering to its Responsible Sourcing Policy (hereinafter referred to as the 'Policy'), previously known as the 'Supplier Code of Conduct'.

Scope of Application

The provisions of this Policy establish Indorama Ventures' responsible sourcing practices, which apply to all Suppliers with whom Indorama Ventures conducts business or collaborates (the 'Supplier(s)'), as well as those who provide services to our Suppliers. This Policy extends to their respective employees, parent companies, subsidiaries, affiliated entities, and relevant parties. Relevant parties include, but are not limited to, Suppliers, external collaborators, service providers, and commercial partners (collectively referred to as the 'Supplier Group').

This Responsible Sourcing Policy also applies to any contractors of our Suppliers and Supplier Group and must be cascaded down to all tiers of subcontractors who provide goods and/or services to the Suppliers and Supplier Group in connection with the provision of goods and/or services to Indorama Ventures (hereinafter referred to as 'Subcontractors'). Each Supplier is fully responsible for ensuring that this Policy is adhered to by such persons as if they were the Supplier itself.

Indorama Ventures expects its Suppliers to establish and maintain an appropriate management system related to the content of this Policy, actively reviewing and monitoring their management processes and business operations to ensure alignment with the principles set forth in this Policy, both within their organization and across their Supplier Group and Subcontractors.

To assess the progress of Suppliers and their Subcontractors in implementing this Policy, Indorama Ventures may take various supporting initiatives, including requesting self-certifications of compliance with the Policy and, in some cases, conducting on-site evaluations and inspections of the Supplier's facilities as well as those of their Supplier Group and Subcontractors. If an audit reveals a violation of this Policy, Suppliers must act promptly to correct the situation to Indorama Ventures' reasonable satisfaction. Failure to do so can affect the Supplier's future ability to conduct business with Indorama Ventures.

Legal Compliance

The Policy outlines the standard of business behavior expected from the Supplier, its Supplier Group, and Subcontractors, emphasizing ethical and corporate responsibility and aiming to ensure compliance with applicable laws and regulations. In cases where there are discrepancies between the standards set forth in this Policy and national laws or other applicable standards, the Suppliers shall adhere to the more stringent set of requirements. Suppliers should implement risk management procedures, conduct internal audits, and provide training to address all ethical, social, quality, environmental, health, and safety aspects, to prevent and correct any illicit behavior or non-compliance with legislation.

Expectations

Indorama Ventures is committed to working with its Suppliers to develop long-term, meaningful relationships based on mutual respect, trust, and an understanding of each other's values. To fulfil this commitment, Indorama Ventures shall:

- Clearly communicate with, negotiate with, and conclude agreements with its Suppliers in a professional, fair, truthful, and transparent manner.
- Uphold its commitment to the terms and conditions of the agreement between Indorama Ventures and the Supplier.
- Respect the rights of Suppliers by keeping all their information confidential.
- Assist Suppliers in identifying activities that do not meet the requirements and work together to improve those conditions.
- Collaborate with Suppliers to enhance their Environmental, Social, and Governance (ESG) standards.

In return, Indorama Ventures expects its Suppliers (and their Supplier Group and Subcontractors) to:

- Meet all necessary ethical, social, quality, environmental, health, and safety standards, and report any product safety issues immediately.
- Adhere to the ethical standards of Indorama Ventures' Responsible Sourcing Policy.
- Respect and promote Indorama Ventures' Responsible Sourcing Policy.

While we recognize that our Suppliers are independent businesses, the actions of our business partners can reflect on Indorama Ventures and affect the reputation we have earned. Therefore, we require all Suppliers to meet the standards outlined in this Policy and integrate them into their business operations and ongoing improvement activities.

The selection of Suppliers will be based on their ethical, social, quality, environmental, health, and safety performance, which will be periodically reviewed by Indorama Ventures.

1. Governance

1.1 Legal Requirements

a. **Avoid Conflicts of Interest:** Suppliers shall comply with all applicable laws and regulations concerning bribery, corruption, fraud, and other prohibited business practices. Suppliers must never make or approve any illegal or illicit payment under any circumstances, whether directly or through an intermediary, to offer an undue advantage.

b. **Gifts, Hospitality, and Expenses:** Each business shall monitor compliance to ensure that no gifts or hospitality are accepted if they are contrary to local laws or create the appearance of impropriety. The same applies to the use of confidential or privileged information for personal profit. Employees must inform their line managers before accepting or offering any gifts or hospitality. If there is any uncertainty, they should consult their line managers prior to proceeding. The rules for giving gifts and offering hospitality must be clearly established, implemented, and communicated, with reasonable limits set to ensure compliance with company principles and applicable laws. The value of any gift or hospitality must not exceed $100 USD unless explicitly approved by management.

c. **Accurate Accounting and Business Records:** Suppliers shall maintain accurate records related to their business dealings with Indorama Ventures and provide them upon request. These records must ensure that documented information can only be shared in accordance with legal and antitrust provisions. Suppliers must also commit to paying taxes in full and refrain from engaging in tax avoidance practices.

d. **Competition:** Suppliers shall not engage in any conduct that breaches general or specific competition regulations, such as illegal price-fixing (commercial agreements to set prices), illegal market sharing, participation in any type of cartel, or any other behaviour that violates applicable laws.

e. **Supply Chain Transparency:** Suppliers are expected to provide complete and accurate information, within the framework of business relationships, about each step of the supply chain for raw materials and services provided to Indorama Ventures. Regarding critical supply chain issues, all standards related to product traceability must be met in accordance with laws and industry standards established for each case.

1.2 Proprietary Information

a. **Confidentiality and Intellectual Property:** Any information, whether written, oral, or in any other form, that Suppliers receive through business dealings with Indorama Ventures, whether disclosed by or on behalf of Indorama Ventures before or on the date of the agreement, must be kept confidential. This information shall only be used for purposes directly related to such business dealings and never for personal gain, nor shall it be disclosed to any third parties. If Suppliers are required by any competent regulatory authority, applicable law, or regulation to disclose any confidential information, they must promptly notify Indorama Ventures in writing, as circumstances permit, so that Indorama Ventures may seek a protective order or other appropriate remedy and/or waive compliance with the requirement. If no protective order or other remedy is obtained, or if Indorama Ventures has not waived compliance with the applicable terms, the Supplier may disclose only as much of the confidential information as advised by its legal counsel and must provide a copy of all confidential information so disclosed to Indorama Ventures. In such cases, the Supplier shall use its best efforts to preserve the confidentiality of such information. This includes both commercial and technical information. Appropriate non-disclosure or confidentiality agreements will continue to be used to formalize the process of protecting proprietary information.

b. **Information Security:** Suppliers must ensure the integrity and protection of Indorama Ventures' information, its responsible use, and the constant identification of security vulnerabilities. Data and records of companies and individuals (clients, external representatives, business partners, suppliers, service providers, or employees) must be handled responsibly, privately, and in accordance with legal limits. Management processes, projects, and product formulas are the company's intellectual property. These must be handled confidentially, protected against theft, and cannot be shared without formal authorization.

c. **Data Privacy:** Suppliers shall ensure that all personal data processing activities are transparent, lawful, fair, and clearly defined in accordance with applicable legal requirements. They must establish explicit and valid consent processes where necessary and ensure that data subjects are fully informed of their data privacy rights. Suppliers will implement and maintain robust technical and organizational security measures to protect personal data from unauthorized access, disclosure, modification, or destruction. They must also ensure compliance with data subject rights, including, but not limited to, the right to access, rectification, erasure, restriction of processing, data portability, and objection to processing. Suppliers are required to maintain accurate, detailed, and up-to-date records demonstrating compliance with all relevant data privacy regulations. In the event of a personal data breach or any incidents involving unauthorized access, loss, or disclosure, particularly those involving personal data processed in connection with Indorama Ventures, Suppliers must promptly notify Indorama Ventures and take immediate corrective actions to mitigate the impact of such incidents.

d. **Branding and Usage**: Any use or reference to Indorama Ventures Public Company Limited and its subsidiaries/affiliates, including its brand, logo, trademarks, or any other intellectual property rights, in advertisements, propaganda, or public communications, must only occur with prior formal consent from Indorama Ventures, including through external communication departments.

1.3 Animal Testing

Suppliers shall exercise ethical oversight over all animal testing work conducted on their behalf. Where animal-derived data exists, suppliers shall first attempt to gain access to the existing data and shall not conduct any animal testing without a legal mandate and/or a strong scientific and ethical justification. When animal testing is determined to be appropriate, it shall be performed to the highest level of ethical responsibility, adhering to the 3R principles – Replacement, Reduction, and Refinement. Wherever possible, animal testing shall be performed in laboratories accredited by AAALAC international or a relevant regional accreditation authority. Suppliers shall ensure that the chosen testing laboratory performs to the highest ethical standards in caring for test animals, including responsibly sourcing test animals from dedicated laboratory animal breeders where available or otherwise sourcing through ethical suppliers. Under no circumstances shall suppliers conduct testing on any nonhuman primate species in the absence of a direct legal obligation to perform that testing.

1.4 Conflict Minerals

Suppliers must provide a transparent declaration to ensure that their supply chain is free from conflict materials. They must confirm that all materials supplied to Indorama Ventures are lawfully sourced and do not originate from minerals or their derivatives linked to conflict regions. Additionally, Suppliers must ensure that their supply chains are free from, and do not finance, human rights abuses related to mining, mineral trading, or associated activities.

2. Social

2.1 Fair Treatment

a. **Respect for Freedom of Association and Collective Bargaining:** Suppliers will respect the lawful right of employees and contractors to freely associate, as well as their right to join, form, or refrain from joining a labor union or otherwise engage in collective bargaining, at their discretion. Harassment, intimidation, or special treatment will not be permitted against employees who choose to join associations of their choice, engage in collective bargaining on their behalf, or act as employee representatives, to the extent permitted by law.

b. **Diversity, Equity, and Inclusion (DEI):** Suppliers should ensure equality of opportunity and treatment for all individuals, regardless of race, color, gender, religion, belief, nationality, sexual orientation, age, disability, or any other similar traits. Suppliers are expected to support equal remuneration for equal work and oppose any form of discrimination or intimidation against employees and contractors. Promoting diversity, equity, and inclusion, including providing reasonable workplace accommodations, is essential. As part of the International Labor Organization (ILO)'s Promoting Equity series, a segment of the series is dedicated to assisting employers of all sizes and sectors in creating inclusive environments throughout the entire employment cycle. Suppliers are encouraged to actively promote DEI awareness and understanding among their employees through training, communication, and initiatives that foster an inclusive and equitable workplace.

c. **Respect for the Rights of Suppliers and Their Employees:** At Indorama Ventures, we have set a high standard of respect and dignity in the workplace. We expect our Suppliers to treat all their employees with respect, ensuring that all employees feel safe and are not exposed to any form of harassment during their employment. Suppliers will adopt reasonable and inclusive practices throughout their operations and work to eliminate prejudice, discrimination, bullying, and harassment. Additionally, employees should be encouraged to come forward and speak up in good faith, without fear of retaliation.

2.2 Combating Forced Labor

a. **Appropriate Work Hours, Wages, and Benefits:** Suppliers will comply with all applicable laws regarding work hours and overtime, as well as all relevant laws governing wages and benefits. The base salary and benefits offered to employees must be fair, equitable, and paid on time, ensuring a proper standard of living for employees and their families, along with some extra income. Contractual arrangements that may harm workers or deductions from wages as a punitive or disciplinary measure are not permitted, except for deductions required by law.

b. **Modern Slavery:** Suppliers will not knowingly engage, directly or indirectly through their business activities, in human trafficking, forced labor, descent-based slavery, or debt-bonded labor. Workers shall not have their documents withheld or be required to repay employers a debt through work, whether in the form of peonage, contractual bondage, compulsory prison work, modern slavery, or otherwise. Suppliers must ensure that no employee or contractor is subjected to coercion, deception, or threats. A clear and firm position must be taken regarding the protection of human rights. Employment contracts, or any other legal documents pertaining to employment or services—whether full-time or temporary—must be freely agreed upon and negotiated in accordance with applicable law. These contracts must also allow workers freedom to terminate the contract without fear of retaliation or penalties, as specified by applicable law.

c. **Child Labor:** Child labor is not tolerated under any circumstances. The minimum age for employment must adhere to the legislation of each country, or the recommendations of the ILO, whichever is stricter. If a Supplier employs young workers, their working hours must comply with local laws and should not interfere with or hinder their education. Employees under 18 years of age must not be exposed to dangerous, unsafe, or unhealthy jobs or situations.

d. **Women's Labor:** Certain countries may impose additional conditions regarding women's labor, such as those related to pregnancy and non-discrimination. Suppliers are required to fully comply with all relevant laws and regulations pertaining to women's labor.

2.3 Safety

a. **Health and Safety:** Suppliers will make proper provisions for the health, safety, and welfare of their employees, contractors, visitors, and members of the community who may be affected by their activities. A safe and healthy working environment must be provided, with safe work practices actively promoted. Suppliers are required to implement a health and safety management system. A risk management system must be established and maintained to identify and assess hazards—physical, chemical, biological, psychological, and ergonomic—for each activity, including both routine and non-routine services. Actions must be suggested and implemented to reduce exposure to identified risks, including, without limitation, exposure to hazardous materials and/or waste. Clear and efficient policies and procedures for occupational health and worker safety must be established and periodically updated. These policies and procedures must be widely disseminated, communicated, and enforced, with regular monitoring and auditing. In production units, employees, supervisors, managers, and security personnel must receive continuous training regarding risks associated with their roles, along with precautions and safety manuals that provide guidance on safety and risk mitigation measures, including protection against exposure to hazardous chemicals. Suppliers and service providers must also be included in these efforts, ensuring their safety and occupational health.

b. **Process Safety and Emergency Response:** Suppliers must provide necessary and adequate data and information on the safety of production processes, including operational safety limits and the potential dangers associated with these processes. Guidelines for communication with employees' families, government authorities, and the media must be established. Safety reviews and reassessments must be carried out regularly, or after significant process or organizational changes. These assessments must be conducted by a competent person, with documentation and registration of the safety measures that have been developed and implemented. An integrated approach with external emergency services, including partnerships with specialist service providers or public service first responders, such as the local fire department, must be established. The information must be proactively shared with all relevant parties. Multidisciplinary teams must carry out periodic monitoring and safety assessments of production processes, determining operating procedures for both routine and non-routine operations. Safety considerations must always take priority over other organizational tasks. Suppliers must assess the potential impacts of their activities on both employees and the local community, taking steps to mitigate or prevent any negative consequences.

3. Environment

3.1 Climate Protection

a. **Compliance:** Suppliers must comply with all applicable international, regional, domestic, and municipal environmental laws, regulations, and standards.

b. **Environmental Impact:** Suppliers shall strive to minimize the environmental impact of their activities and products, ensuring that their operations do not adversely affect the local environment, including biodiversity.

c. **Precautionary Approach:** Suppliers shall adopt a precautionary approach to environmental challenges, taking initiatives to promote greater environmental responsibility and encouraging the development and dissemination of environmentally friendly technologies.

d. **Emergency Response:** Suppliers must have emergency action plans in place to promptly address and mitigate any environmental accidents, minimizing their impact.

e. **Continuous Improvement:** The performance of sustainability programs must be periodically monitored. Reviews and actions should be undertaken to promote continuous improvement. Indorama Ventures may request documentation or proof of these improvements, as relevant, to ensure progress and accountability.

3.2 Water Management

a. **Communication:** Suppliers are expected to maintain regular communication and coordination with local regulatory authorities and water suppliers to monitor water situations and implement appropriate mitigation measures.

b. **Responsible Use:** Suppliers must commit to the responsible use of water, closely monitoring water consumption with an emphasis on reducing water intensity on a per-ton production basis.

c. **Innovation:** Suppliers are encouraged to develop eco-friendly products through process innovations that aim to minimize water usage.

d. **Risk Management:** Suppliers should systematically track and manage water-related risks to both their operations and the surrounding local communities.

e. **Monitoring:** Suppliers must quantify and monitor water consumption and discharge, assessing potential effects on the surrounding environment, and work towards continuous improvement in water management performance.

f. **Recycling:** Suppliers are required to consistently increase water recycling and reuse across their operations.

g. **Targets:** Suppliers must set and report on annual targets for reducing total freshwater consumption and improving water intensity.

h. **Cost Monitoring:** Suppliers should monitor their yearly operating costs for water, considering the impact of increases in freshwater costs on their operations.

i. **Treatment Systems:** Suppliers are expected to manage and implement appropriate and adequate water treatment systems to reduce efluent discharges, minimizing environmental impact and ensuring compliance with applicable laws.

j. **Corrective Actions:** Suppliers must initiate investigations and corrective actions in the event of incidents and report any non-compliance related to water management.

3.3 Energy Management and Emissions Reduction

a. **Sustainable Manufacturing:** Suppliers are encouraged to explore opportunities to adopt sustainable manufacturing processes that reduce embedded carbon footprints in products and operations.

b. **Resource Efficiency:** Suppliers shall actively pursue improvements in resource efficiency and material utilization, in alignment with broader sustainability objectives, including those set by their customers, where relevant.

c. **GHG Emissions Reduction and Reporting:** Suppliers are expected to actively reduce their greenhouse gas (GHG) emissions, including Scope 1, Scope 2, and, where applicable, Scope 3, by implementing sustainable operational practices and technologies. They shall set clear, measurable GHG reduction targets and demonstrate consistent progress through transparent reporting. This includes accurate disclosure of energy consumption, emissions sources, and mitigation efforts, supported by third-party verification where appropriate. These actions should align with the sustainability goals and the reporting requirements of Indorama Ventures, where relevant.

d. **Energy Efficiency:** Suppliers must implement energy-efficient measures and adopt technologies that optimize energy use across their operations, while also prioritizing pollution prevention as a core aspect of their sustainability efforts. These actions should aim for continuous reductions in both energy consumption and environmental impact.

e. **Renewable Energy:** Suppliers are encouraged to transition to renewable energy sources within their operations, with a view to increasing the share of renewable energy used over time, in line with their own sustainability goals and those of their customers when applicable.

f. **Biobased Feedstock:** Suppliers are encouraged to incorporate biobased feedstock into their processes where relevant, as part of their overall sustainability efforts.

g. **Continuous Improvement:** Suppliers must commit to continuous improvement in emissions reduction and energy management, implementing industry-leading practices and ensuring alignment with current and future environmental standards.

h. **Product Carbon Footprint and Life Cycle Assessment:** Suppliers may be called upon to share their Product Carbon Footprint (PCF) data with Indorama, which must be backed up by a Life Cycle Assessment (LCA) within six months of the PCF data. As part of efforts to improve visibility and reporting of carbon tracking at the product level, Indorama Ventures is responsible for providing updated carbon footprint data annually and LCA data every three to five years. This requirement means that Indorama Ventures must obtain such data from its Suppliers, making it a core component of our Responsible Sourcing Policy. This data enables Indorama Ventures to be a responsible supply chain partner to its customers and align with the best practices under applicable standards, such as the Materials Matter Standard Pilot V1.0, which applies to relevant Suppliers in the Fibers segment.

3.4 Waste Management

a. **Spill Prevention:** Systems must be installed to monitor, prevent, and mitigate spillage and accidental releases into the environment.

b. **Service Provider Monitoring:** Service providers for waste collection and disposal, treatment facilities, and landfills must be monitored and evaluated periodically.

c. **Facility Approval:** Authorized waste disposal facilities must be approved by Indorama Ventures.

d. **Waste Responsibility:** Suppliers shall ensure that all waste generated is handled responsibly and does not pose harm to the environment, with clear measures for containment and cleanup in case of accidental spills or leaks.

e. **Infrastructure and Personnel:** Appropriate and adequate measures, including procurements, infrastructure, and trained personnel aligned with industry best practices, must be implemented to prevent spills or leaks of products and waste into the environment. All associated risks must be effectively managed and mitigated.

f. **Waste Management and Reporting:** Suppliers must proactively minimize waste generation across their operations and implement systems to divert waste from landfills, focusing on recycling, reusing, and reducing waste. Suppliers are expected to strive for a high rate of recycling or recovery in all waste streams. Additionally, Suppliers are required to provide transparent waste management data, including waste volumes, diversion rates, and management practices, through regular reporting. This will help track progress and align with Indorama Ventures' sustainability goals.

g. **Regulatory Compliance:** Suppliers must adhere to all relevant local (including those of relevant industrial estates), regional, and international regulations regarding waste management, ensuring full compliance with environmental laws and standards.

h. **Eco-Efficiency:** Suppliers should adopt waste management practices that improve eco-efficiency, reduce environmental impact, and ensure the safe disposal of non-recyclable waste in accordance with best practices.

i. **Continuous Improvement:** Suppliers must establish and actively pursue continuous improvement initiatives aimed at reducing waste generation and increasing diversion rates, in line with Indorama Ventures' own waste reduction goals.

j. **Collaboration:** Suppliers are expected to collaborate with Indorama Ventures to drive forward innovative and sustainable waste management solutions, ensuring that both parties work towards mutual sustainability objectives.

k. **Sustainable Packaging:** Suppliers should explore sustainable packaging alternatives, prioritizing the use of recyclable, reusable, or biodegradable materials to reduce packaging waste, as part of our shared commitment to reducing overall waste.

3.5 Green Logistics

Suppliers are encouraged to provide and source environmentally sustainable products and services that have a lower embedded carbon footprint, achieved through the selection of raw materials and efficient manufacturing processes. This includes minimizing transportation-related carbon emissions, reducing the use of materials and resources, and ensuring that products and services are certified to internationally recognized sustainability standards or meet other relevant sustainability criteria.

3.6 Product Stewardship

a. **Quality Management and Compliance:** Suppliers must implement and maintain an appropriate Quality Management System (QMS) for the products or services they offer, such as ISO 9001, and ensure it is fully aligned with the requirements of Indorama Ventures. A properly trained and competent workforce must oversee the execution of the QMS. Non-compliant products or services must be classified as such and undergo a thorough investigation process, with the issue being registered, processed, and monitored until its resolution. Non-compliance analyses must be based on the investigation of root causes, followed by immediate corrective actions and the establishment of effective action plans.

b. **Product Specifications and Safety:** All products and services provided to Indorama Ventures must comply with our quality, safety, and environmental standards. Suppliers are strictly prohibited from including any substances in their products that violate applicable laws or regulations in the countries where the products are manufactured, sold, marketed, or distributed. Additionally, all products supplied to Indorama Ventures must be stored and transported under conditions that preserve product integrity and do not pose any risk to personnel or the products themselves. Any exceptions to these requirements will be determined by Indorama Ventures' segment leaders.

c. **Chemical and Hazardous Materials Management:** Suppliers must ensure the safe handling, storage, and disposal of chemicals and hazardous substances in strict compliance with all relevant international, regional, and national regulations. This includes adherence to regulatory requirements such as REACH, GHS labeling, and other material restrictions concerning the use, transportation, and disposal of hazardous substances. Suppliers must implement robust risk management practices, provide relevant training for employees, and maintain accurate records of raw material declarations to ensure regulatory compliance and transparency. Continuous improvement in chemical management practices is expected to minimize risks to both human health and the environment.

4. Consequence Policy

4.1 Purpose

The purpose of this Consequence Policy is to establish and define the internal criteria and measures to be implemented when instances of misconduct, non-compliance with mandatory requirements, or violations of the Responsible Sourcing Policy are detected or reported. The Consequence Policy will be periodically reviewed at the discretion of Indorama Ventures, in consideration of changes in applicable regulations, laws, policies, and internal guidelines.

4.2 Application of corrective measures

The application of corrective actions, administrative measures, and/or penalties of a restrictive or sanctioning nature for Suppliers and/or the Supplier Group begins with the identification and validation of irregularities in conduct, whether due to failure to comply with the requirements outlined in this Responsible Sourcing Policy, through Indorama Ventures Whistleblower Reporting Channels, or other means. These actions are subject to the absolute discretion of Indorama Ventures. The adoption and continuous improvement of remediation, administrative measures, or penalties will always be aimed at mitigating the risks associated with business conducted with our Suppliers and service providers, ensuring they align with our values and principles. All efforts will focus on education and guidance, aiming to identify the root cause of the issue, with the goal of addressing it without further consequences.

a. **Corrective Actions**: Actions aimed at improving work processes through the effective management of processes, systems, and people. These may include actions related to communication, training, and the creation, revision, and implementation of internal or other controls.

b. **Administrative Measures**: Suppliers, Supplier Groups, and Subcontractors may be subject to administrative consequences for violating the principles or requirements outlined in this Responsible Sourcing Policy, at the discretion of Indorama Ventures.

c. **Penalties**: Suppliers may be subject to penalties for violating the principles or requirements specified in this Responsible Sourcing Policy, at the discretion of Indorama Ventures.

Consequences

Remediation, administrative measures, or penalties may be imposed because of complaints and/or breaches detected.

Complaints and Concerns

Reporting by any media or means of communication, of a breach of the principles and commitments established in the Responsible Sourcing Policy.

If any unethical or illegal compliance issues arise that raise any questions, Suppliers and the Supplier Group have the responsibility to bring them forward. To raise concern, Suppliers can make reports to:

- Whistleblower Reporting Channels
- IVL Whistleblower Policy

Breach

Any action or omission that violates the principles and commitments set out in the Responsible Sourcing Policy.

The criteria for the application of remediation, administrative measures, or penalties will be based on any failure to comply with the mandatory requirements outlined in the Responsible Sourcing Policy. We emphasize our commitment to upholding the free expression of our Suppliers, Supplier Groups, and Subcontractors, including any errors committed by an Indorama Ventures employee or any person acting on behalf of Indorama Ventures. We request that any suspected or actual violations be formally reported.

If immediate remediation or action is necessary, the Supplier must inform Indorama Ventures' Procurement team of the plan to be implemented to address the breach. The applicable consequences will be managed internally by Indorama Ventures, communicated to the Suppliers, and may involve measures related to:

- Monitoring and conducting on-site audits of Supplier production units.
- Implementing commercial restrictions and reducing the volume of purchases and/or services.
- Leveraging actions between Indorama Ventures and the Supplier to drive performance improvement.

Notwithstanding the terms of the commercial agreement between the Supplier and Indorama Ventures, Indorama Ventures reserves the right, at its discretion, to terminate the commercial relationship and/or disqualify the Supplier if the deadline for implementing actions to improve the Supplier's performance has passed, if repeated breaches of any of the requirements identified through audits or other monitoring occur, or if it is not demonstrated that the breach has been resolved.

Indorama Ventures' goal is to support and develop its Suppliers in line with best market practices, acting with respect, good faith, and dignity.

INDORAMA VENTURES

Appendix[1]

Definitions and Acronyms

- **Bribery**: Refers to the offering, promising or giving others, or requesting, receiving or agreeing to receive from others, a financial or other advantage to perform improperly a relevant function or activity. This includes facilitation payments with the purpose of expediting or facilitating the performance of public official or routine administrative action and obtaining or retaining business or any other undue advantage as mentioned elsewhere in this Policy.

- **Child**: anyone under 15 years of age, unless national or local law stipulates higher mandatory school leaving or minimum working age, in which case the higher age shall apply

- **Child Labor**: Any work performed by a Child younger than the age(s) specified in the above definition of a Child.

- **Child Slavery**: Exploitation of children for someone's gain without allowing them their freedom.

- **Confidential Information**: Confidential information refers to information which is not known to the public, or in the public domain or which by its nature would reasonably be considered confidential or proprietary. Confidential information includes, but not limited to, non-public information, financial information, commercial information, corporate structures, operations, trade secrets, technical know-how, designs, sales and marketing plans, market research, reports, manuals, proposal, pricing, business strategies, customer and supplier lists, assets and liabilities, analyses, forecasts, business studies and development plans, whistleblower reports whether written, transmitted orally, visually, electronically or by any other means, compilations, studies, or documents which contain or are generated from such Confidential Information.

- **Corruption**: Refers to Bribery, extortion, fraud, deception, abuse of power, embezzlement, money-laundering, and other similar activities.

- **Debt-bonded Labor**: Work done to pay off debt with little or no pay and no control over the person's debt.

- **Descent-based Slavery**: Slavery passed on through familial relations and across generations.

- **Forced Labor**: ILO, Article 2(2) of Convention No. 29 describes five situations, which constitute exceptions to the "forced labor" definition under certain conditions, Compulsory military service, normal civic obligations, prison labor (under certain conditions), work in emergency, situations (such as war, calamity or threatened calamity e.g. fire, flood famine, earthquake).

[1]Reference: *IVL Corporate Governance Manual Ver 3. – February 2023*

- **Green Logistics**: The EU describes green logistics as the management of logistics processes and supply chain activities in a way that minimizes negative environmental impacts. This involves a combination of strategies and practices that reduce emissions, energy consumption, and the use of resources while increasing the efficiency and sustainability of transportation, warehousing, and distribution operations.

  Green Procurement: Green procurement is defined by the European Commission as "a process whereby public authorities seek to procure goods, services and works with a reduced environmental impact throughout their life cycle when compared to goods, services and works with the same primary function that would otherwise be procured.

- **Harassment**: Indorama Ventures identifies the following actions as harassment:

  - Offending or humiliating someone physically or verbally.
  - Threatening or intimidating someone.
  - Making unwelcome jokes or comments about someone's differences. Sexual harassment includes, but is not limited to, behaviors that:
    - Create a sexually intimidating, unwelcome, hostile, or offensive work environment
    - Could reasonably be thought to put sexual conditions on a person's job or employment opportunities.

- **Human Trafficking**: The use of violence and coercion to exploit people for the purpose like labor or prostitution.

- **Modern Slavery**: Modern slavery is the severe exploitation of other people for personal or commercial gain. The list of topics that Modern Slavery covers are:

  - Human Trafficking
  - Forced and Early Marriage
  - Forced Labor
  - Child Slavery
  - Descent-based Slavery
  - Debt-bonded Labor

- **Product Quality**: This Policy extends to the raw materials and products of Indorama Ventures and eliminates any health or environmental impact on its employees, contractors, customers, communities and other stakeholders. Indorama Ventures will ensure that its products meet the required health and safety standards and/or agreements. To this end, Indorama Ventures will drive the implementation and continuous improvement of safety and health management through communications to the above-mentioned groups to ensure they are empowered to avoid unsafe situations and to respond rapidly to unexpected events.

- **Supply Chain**: The system of Suppliers, manufacturing, transportation, distributors, and vendors that exists to transform raw materials to final products and supply these to consumers.

- **Supply Chain Transparency**: Suppliers disclose information internally and externally about what is happening at every stage of the supply chain.

- **Work Hours**: ILO Hours of Work (Industry) Convention, 1919 (No.1) stated that working hours of persons employed in any public or private industrial undertaking or in any branch thereof, other than an undertaking in which only members of the same family are employed, shall not exceed eight in the day and forty-eight in the weeks.

Company Name:

Registered Address:

Contact Person:

Date:

Confirmation Letter – Acceptance of Compliance with Indorama Ventures' Responsible Sourcing Policy

We, as the Supplier of Indorama Ventures or its subsidiaries and affiliates (as defined in the Responsible Sourcing Policies of Indorama Ventures) ("Policy"), hereby acknowledge Indorama Ventures' commitment to sustainable development and its adherence to recognized ethical, social, quality, environmental, health, and safety standards. We agree to the terms outlined in the Responsible Sourcing Policies of Indorama Ventures.

In furtherance of our acknowledgment and acceptance of the Policy, we commit to disseminating the Policy's information through our Supplier Group and Subcontractors. We will collect Subcontractor Verification of Compliance Form(s) for all Subcontractors involved in the production of the product(s) supplied to Indorama Ventures. These documents will be retained on file and made accessible to Indorama Ventures' representatives upon request. Additionally, we agree to promptly notify Indorama Ventures of any changes within the supply chain and will ensure that the updated supply chain meets or exceeds the standards outlined in the Policy.

By signing this letter, the Supplier acknowledges and agrees to comply with the standards set forth in the Policy, including any amendments, and commits to adhering to the Policy, which is also available on our website.

Should you have any questions regarding this letter or the Policy, please contact the Company through your designated Indorama Ventures representative.

Name:

……..

Date:

……..

Signature:

……..

Revision History

Version	Approved by	Approval Date	Key Modifications
Indovinya Responsible Sourcing Policy (2022)	**Corporate Sustainability**	**31 March 2022**	Change of title to "Responsible Sourcing Policy 2025"
Responsible Sourcing Policy (2025)	**Corporate Sustainability**	**20 July 2025**	Addition of sections 3.1, 3.2, 3.3, 3.4, and 3.6 to incorporate explicit ESG-related considerations