

Human Rights Policy & Statement

Innophos respects the rights of all people, and recognizes the shared values of our employees, customers, suppliers and other third parties. This position extends to every Innophos employee and to all people who work at any of Innophos' facilities around the world. We firmly believe that respect for people is required for business excellence.

Our commitment to human rights arises from our values of integrity, safety, ethics and respect, which is the foundation of our *General Code of Ethics (Code)*, and is reinforced in our *Code*, sustainability initiatives, and other requirements, practices and procedures. We also expect our suppliers, vendors, customers and other business partners to commit to similar values and standards. This Statement summarizes Innophos' views on key human rights issues and important principles embodied in the laws of the countries in which we do business.

Freely Chosen Employment: Innophos strictly prohibits any labor practices utilizing any forced, bonded, slave, indentured or involuntary prison labor.

Freedom of Association and Collective Bargaining: Innophos is committed to an open and constructive dialogue with our employees and their representatives. Our employees are free to join, organize or form labor unions and to bargain collectively, or refrain from doing so, in accordance with all applicable laws.

Workplace Health and Safety: Innophos operates its facilities and conducts business in a safe and secure business environment that protects the health and safety of all workers and the communities in which they operate. Innophos strives to create a culture of safety at its sites all over the world and effectively works to prevent health and safety incidents and occupational injury and/or illness. We also provide a safe and healthy environment that complies with all applicable laws pertaining to health and safety in the workplace. In addition, Innophos offers a wide range of health care services for all employees.

Child Labor: Innophos does not use any child labor under any circumstances. All workers meet the minimum age requirements in accordance with applicable local laws.

Minimum Wage, Hours and Benefits: All compensation paid by Innophos to its workers complies with all applicable wage laws, including those relating to minimum wage, working hour limits, overtime hours and legally mandated benefits.

Diversity and Nondiscrimination: Innophos provides an inclusive environment which encourages and values diversity of thought, stimulating our creativity and sustaining growth, while helping our employees reach their full potential. We are an equal opportunity employer and Innophos prohibits unlawful discrimination against applicants for employment and employees with respect to age, color, disability, medical condition, national origin, race, religion, sex, gender identity, gender expression, sexual orientation, military or veteran status, or any other classification protected by applicable law.

Harassment Prohibition: Innophos is committed to treating employees with respect and dignity and providing a workplace free of sexual harassment or other unlawful harassment. We will not allow any harsh or inhumane treatment of any of our employees, including any form of psychological, physical, sexual or verbal abuse, corporal punishment, or other forms of intimidation, or the threat of any such treatment.

Employee Training: 100% of employees are provided with training on the topics of Freely Chosen Employment, Child Labor, Diversity/Nondiscrimination and Workplace Harassment. Training is conducted as initial training (new hire) and refresher training (approximately every 2 years).

Reporting Concerns: Our employees have a duty to be alert to possible violations of this policy and are required to report suspected violations. Our employees may report suspected violations to their supervisor, Human Resources Manager, Compliance Officer or via the Company's anonymous Ethics and Compliance hotline. All reported potential violations will be thoroughly investigated and appropriately resolved. No employee may retaliate against another employee for reporting in good faith potential violations of this policy.

Last Reviewed May 6, 2025