



Corporate Policy 23.1.1  
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Sponsor: Chief Human Resources Officer

## HUMAN RIGHTS POLICY

Respect for human rights is a fundamental principle of Stepan Company. As a Signatory to the United Nations (UN) Global Compact, we are committed to respecting and supporting the principles within the UN Universal Declaration of Human Rights and the ILO 1998 Declaration on Fundamental Principles and Rights at Work through our engagement with employees, customers, suppliers, and communities.

Through this policy we declare our commitment and responsibility to foster respect for human rights across our regions of operation and throughout our value chain. This includes protecting freedom from discrimination or harassment, promoting equal opportunity, prohibiting child labor and all forms of forced and bonded labor, respecting freedom of association and collective bargaining, providing a safe and healthy workplace, and ensuring compliance with all employment laws applicable in the countries we operate.

We recognize that some nations do not have adequate legal and regulatory frameworks, enforcement mechanisms, or have laws that conflict with these internationally recognized human rights. Wherever this is the case, Stepan will always try to do the right thing by respecting human rights consistently across our global operations.

The values outlined in this Human Rights Policy are further communicated to Stepan Associates and our business partners through our [Code of Conduct](#) and our [Third Party Code of Conduct](#). Stepan is committed to an organizational culture guided by these principles and does not tolerate violation of these principles and rights. This policy is effective across Stepan worldwide and any affiliates or joint ventures that are controlled by Stepan. Every Stepan Associate has the responsibility to uphold these principles and rights, and we similarly expect our business partners to respect and support them.

### **Definition**

“Associates” are all Stepan officers, employees, and certain agents and representatives, including non-employee directors and certain contractors performing duties on behalf of Stepan.

Stepan Associates are encouraged to voice concerns and ask questions about this policy to their Supervisor, Human Resources or Ethics and Compliance at [ethics.compliance@stepan.com](mailto:ethics.compliance@stepan.com) or to the [Stepan Ethics Hotline](#). Reports to the Stepan Ethics Hotline may be made anonymously.

Any Associate who learns of a potential violation of this or any Corporate Policy may be required to report his or her suspicion promptly in accordance with the section of the Stepan Code of Conduct entitled “How to report potential misconduct”. See Stepan’s [Code of Conduct](#).

Associates must follow all laws and regulations applicable to each location and situation. If an Associate has questions or is concerned about any law or regulation, he or she should contact Ethics and Compliance at [ethics.compliance@stepan.com](mailto:ethics.compliance@stepan.com) or the Legal Department.

