



Performance by design.
Caring by choice.™

HUMAN RIGHTS COMMITMENT STATEMENT

Introduction

Chevron Phillips Chemical Company LLC (“**CPChem**”) is committed to respecting human rights as an essential part of our global business operations, as embodied by our tagline *Performance by Design, Caring by Choice.™*

This commitment statement establishes CPChem’s minimum standards for human rights, which are informed by the *International Bill of Human Rights*, the *International Labor Organization’s Declaration on Fundamental Principles and Rights at Work*, and the *2011 United Nations Guiding Principles on Business and Human Rights*.

Our commitment to human rights is informed by and reflected in our [Code of Conduct](#), [Supplier Principles of Conduct](#), [Equal Employment Opportunity Statement](#), Operational Excellence System as presented through our [Operational Excellence Policy](#), and other policies and guidance documents.

Applicability

This commitment statement applies to all employees of CPChem and its wholly-owned or controlled subsidiaries and joint ventures. CPChem also expects that those with which we do business, including our business partners, entities in our value chain, and any other entity directly linked to our business operations, products, or services, will uphold the same human rights principles.

Commitment

Health, Safety, Security and Environment. We strive to conduct our business in a safe, secure, and injury-free manner. We put the health, safety, and well-being of all personnel, contractors, and local communities before production. We actively take steps to protect the environment and seek to conduct our business in a more sustainable manner. We provide comprehensive reports on our health, safety, environmental, and security performance in compliance with applicable legal requirements and consistent with international standards.

Social and Employment. We are committed to providing a workplace free of discrimination or harassment. We act professionally and without regard to race, color, religion, gender (including pregnancy), gender identity, sexual orientation, age, national origin, disability, veteran status, genetic information and family medical history, or any other basis prohibited by law. We are committed to complying with all applicable employment-related laws, including those pertaining to freedom of association, privacy, collective bargaining, immigration, fair wages and hours, as well as those prohibiting forced, compulsory, indentured or bonded labor, and child labor.

Code of Conduct. Our Code of Conduct, available in three languages, highlights CPChem's specific ethical standards and informs employees of human rights principles and behaviors. CPChem’s Code of Conduct is relevant to human rights elements that are core to our business and empowers employees to make the right decisions. All employees are required to comply with our Code of Conduct.



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Equal Employment Opportunity. We are committed to equal employment opportunity. We value and respect the differences each employee brings to our organization. Our Equal Employment Opportunity Statement is our foundation for promoting a diverse and inclusive environment and outlines our commitment to provide a work environment free from harassment and discrimination of any kind. We encourage an inclusive work environment where all employees share and contribute to our success, as reflected in our ICARE principles. We are expected to treat each other, those in our value chain, our neighbors, and all members of the CPChem community with respect.

Operations. We are committed to complying with applicable local laws and respecting internationally recognized human rights standards at the facilities in which we operate. Where local laws and regulations are not fully consistent with the principles of internationally recognized human rights, we seek ways to advance those principles in a manner respectful of local requirements.

Communities. Respecting human rights and being a good neighbor within the communities where we operate is a cornerstone of our corporate responsibility. Through our Operational Excellence System and *Our Journey to Zero* program, we strive each day to conduct our operations in a safe and environmentally responsible manner, with a primary focus on achieving our goal of zero incidents throughout our global operations.

We care about the communities where we operate, and we actively engage with those communities on topics such as community health, safety and security, local development, land-use, and indigenous peoples.

Value Chain. Our business is reliant on a complex set of interconnected value chains where we interact with a host of joint ventures, suppliers, contractors, customers, and other third parties. CPChem takes steps to avoid causing or contributing to adverse human rights impacts within such value chains. We expect our suppliers and service providers to comply, at a minimum, with the human rights standards set forth in our Supplier Principles of Conduct and to cascade those expectations along the value chain through their subsequent business relationships.

CPChem's suppliers and service providers are expected to comply with all laws, including those pertaining to human rights, anti-slavery, and anti-human trafficking. They are also expected to maintain compliance systems and to demonstrate a satisfactory record of compliance. Our Supplier Principles of Conduct clearly sets out CPChem's values and basic expectations regarding the standards of business conduct and social responsibility of our suppliers, service providers, and third-party labor providers.

Governance

This commitment statement is approved by CPChem's President and CEO and published on our website. Oversight of this commitment statement lies with CPChem's Board of Directors. The responsibility and accountability for the adherence to human rights is collectively shared among different stakeholders within the organization.



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Risk Mitigation

CPChem uses an enterprise risk management (“*ERM*”) approach to identify risks related to our operations and business, including those related to human rights. An ERM committee provides in-depth assessments and reviews the ERM process annually with CPChem’s Board of Directors. The Board then evaluates those risks against market, operational, and reputational factors. The ERM process ensures appropriate mitigation options are available.

CPChem further has a Third-Party Management Policy that provides processes and guidelines for the engagement, retention, and monitoring of certain third parties working for or on behalf of CPChem. Through the Third-Party Management Policy, CPChem takes reasonable steps to ensure that those third parties conduct their business in a manner consistent with CPChem’s expectations on ethics and compliance.

The [Ethics and Compliance Hotline](#) provides a worldwide reporting mechanisms for employees, third party workers, suppliers, and community members in the locations in which we operate. Investigation matters are routinely reported to the Board Audit Committee and CPChem’s executive leadership.

Training and Communication

All employees are required to complete annual training on the Code of Conduct, which includes many of the principles set forth in this commitment statement, to ensure an understanding of how the various policies relate to their job and our daily operations. The training further directs employees to additional guidance for questions and concerns and how to report violations.

Performance is reported through direct dialogue with our stakeholders and the publication of our annual sustainability report in compliance with applicable legal requirements and consistent with international standards.

A handwritten signature in black ink that reads "Steve Prusak".

Steve Prusak
President & Chief Executive Officer