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|  | <b>Indorama Agro LLC</b> | Doc no              | H.01.F1-P3/D001 |
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|   |                          | Rev.No & Date       |                 |
|   | Harassment free Policy   | Implementation Date | 14.09.2022      |
|   |                          | Page No.            | Page 1 of 1     |
| <b>HARASSMENT FREE AND RESPECTFUL<br/>WORKPLACE POLICY</b>                        |                          |                     |                 |

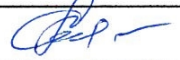
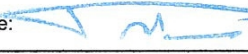

We are committed to providing a safe and respectful workplace, free of violence and discrimination as part of our operations in which the dignity of each individual is respected. This policy applies to all direct employees and workers, including contractual or supply chain workers operating at Company site.

The purpose of this policy is to make all employees and workers aware that acts of discrimination, harassment, and violence are unacceptable and will not be tolerated. It is also intended to make all employees/workers aware that there is a process in place to report any form of discrimination, harassment, and or violence without fear of retaliation.

We will:

- Develop appropriate risk identification and assessment tools and deliver relevant, informative education and training with the goal to prevent incidents of harassment, bullying, and violence in the workplace
- Take all reasonable steps to prevent and effectively deal with workplace violence, harassment, and discriminatory treatment.
- Establish a complaint/grievance investigation and resolution process that is procedurally fair, respectful, and effective to ensure that any allegations of harassment, bullying, and violence are fairly investigated and appropriately resolved.
- Enhance awareness and knowledge among employees and workers on matters regarding discrimination, harassment, bullying and violence and the resolution processes available to them.
- Make efforts to ensure all incidents that that may constitute harassment, bullying and/or violence is proactively reported by all employees/workers without fear of reprisal or retribution. Retaliation will be subject to discipline up to and including termination of employment for just cause.
- Prevent any unauthorized disclosure of confidential information related to the complaint, which includes the circumstances related to an incident of harassment, bullying, and violence or the names of the parties involved, including the complainant, the person alleged to have committed the act and any witnesses.
- Take appropriate disciplinary and corrective actions where discrimination or harassment has been substantiated based on investigation conducted.
- Provide requisite support to all parties involved in a complaint and provide guidance on this policy, as and when requested.

IAL will implement this policy and will measure and report progress and performance on a periodic basis. This policy will be reviewed every 2 years.

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| Prepared by: | Position :- Manager of HR    | Date: 14.09.2022 | Signature:  |
| Checked by:  | Position :- Director of HR   | Date: 14.09.2022 | Signature:  |
| Approved by: | Position :- General Director | Date: 14.09.2022 | Signature:  |