

INDORAMA	FE «Indorama Agro» LLC	Doc No.	H.01.F24-P33/D001
		Issue No & Date	25.11.2023
	Anti Retaliation/Reprisal and Intimidation Policy	Rev. No & Date	
		Implementation Date	25.11.2023
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ANTI RETALIATION/REPRISAL and INTIMIDATION POLICY			

Objective:

FE Indorama Agro LLC (IAL) (the Company) is committed to maintaining a workplace environment – that is free from retaliation/reprisal and intimidation. We do not tolerate any form of retaliation/reprisal and/or intimidation against individual(s) or group(s) of individuals who voice their concerns and/or participate in investigations about operations of the Company or assist in enforcing company policies. Any act of retaliation/reprisal and/or intimidation will be subject to disciplinary action and including termination of employment or legal action.

Scope:




This policy applies to all individuals employed by or associated with the Company, including but not limited to full-time and part-time employees, contractors, vendors, consultants, temporary workers, third-party workers, interns, and volunteers. The policy also applies to other relevant stakeholders, such as local communities and their representatives as well as civil society organizations

Definitions:

1. Retaliation/Reprisal: Any adverse action taken against or towards an individual or group of individuals due to their participation in protected activities such as voicing their concerns and/or cooperating with investigations about the operations of the Company or enforcing company policies.
2. Intimidation: An act or course of conduct directed at an individual(s) or group(s) of individuals to cause that persons to fear or apprehend fear due to their participation in protected activities such as voicing their concerns and/or cooperating with investigations about the operations of the Company or enforcing company policies.
3. Protected activities: Activities that are legal, in good faith, and performed in accordance with company policies, including voicing concerns and/or providing information during investigations about the operations of the Company, and participating in any legal proceedings.

Policy Guidelines:

1. **Non-Retaliation:** The Company prohibits any form of retaliation against individuals engaging in protected activities. Retaliation may include, but is not limited to, demeaning or offensive language, intimidation, threats, coercion, adverse

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actions, isolation, interference with work, unwarranted negative performance evaluations, or any other conduct that creates a hostile or intimidating environment.

2. Reporting of Retaliation: Any individual who believes they have been subjected to retaliation should promptly report the incident to their immediate supervisor, manager, Human Resources, or the designated reporting mechanism outlined in the company's Whistle-blower Policy.

3. Confidentiality and Protection: The Company endeavours to maintain confidentiality during the investigative process, to the extent permitted by applicable laws and regulations. Individuals who report retaliation will be protected from further retaliation, regardless of the outcome of the investigation.

4. Investigation Process: All reports of retaliation will be promptly and thoroughly investigated. Investigations will be conducted fairly and impartially, ensuring all parties involved are given an opportunity to provide information and evidence. The company will take appropriate action based on the findings of the investigation.

5. Disciplinary Measures: Any employee found to have engaged in retaliation in violation of this policy will be subject to disciplinary action, up to and including termination of employment. Contractors, vendors, and other associated parties found to have engaged in retaliation may face termination of contracts or other appropriate actions.

6. No False Reports: Making a false report of retaliation, with malicious intent or knowing it to be false, is strictly prohibited and may result in disciplinary action.




7. Non-Retaliation Training and Communication: The Company will provide regular training to employees to ensure they understand their rights and obligations with regards to retaliation. This policy will be communicated to all employees through the company's employee handbook, intranet, or other appropriate means.

Contact Information:

Any questions or concerns regarding this policy, or incidents of retaliation, can be directed to the Human Resources Department or the designated reporting mechanism outlined in the Whistle-blower Policy.

Protected Activities:

Any IAL employee who engages in Protected Activity will be shielded from retaliation. Retaliation occurs when an employer takes an adverse action against an employee because she/he engaged in a Protected Activity.

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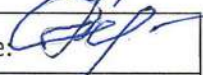
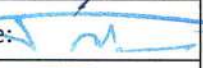
This anti-retaliation policy does not exempt employees from the consequences of their own misconduct or inadequate performance, and self-reporting such issues is not Protected Activity.

Reports of suspected improper or wrongful activity will be treated confidentially, and employees have the choice to report concerns anonymously. If submitting a concern anonymously, it is important to provide sufficiently detailed information regarding the subject matter of the concern and identify potential witnesses to enable IAL to effectively address the concern.

Consequences for Policy Violation:

Any IAL employee who retaliates against an employee and/or external stakeholders, such as local communities and their representatives as well as civil society organizations engaged in a Protected Activity or who otherwise violates this policy is subject to disciplinary action, up to and including termination of employment.

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 and may be updated as necessary to comply with changes in legislation, regulations, or best practices.

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