



HUMAN RIGHTS POLICY

Cabot is committed to business practices that ensure the well-being of our employees, customers, and the communities in which we operate. We respect each individual's human rights and ensure that the working conditions for our employees are in compliance with internationally recognized labor standards and the laws of the countries in which we operate. This policy reflects international principles aimed at promoting and protecting human rights, including:

- ◆ [The UN Universal Declaration of Human Rights;](#)
- ◆ [The International Covenant on Civil and Political Rights;](#)
- ◆ [The International Covenant on Economic, Social and Cultural Rights](#)
- ◆ [The United Nations Guiding Principles on Business and Human Rights;](#) and
- ◆ [The International Labor Organization's \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)

Right to Safety, Health, and a Clean Environment

As a global specialty chemicals and performance materials company, our top priority is the safety and health of our employees and our contractors' employees. This includes preventing accidents and incidents in the workplace and while operating our manufacturing facilities.

Cabot has been committed to improving our safety, health, and environmental (SH&E) performance for decades. We take numerous steps to reduce our impact on natural resources and minimize our resource consumption and emissions. This includes identifying, evaluating, and minimizing potential health and environmental risks in our portfolio. In addition to complying with all legal requirements, Cabot's own standards may exceed such legal requirements.

To ensure the safety of our employees, sites, and local communities, as well as the transportation of goods to and from our sites, we have established comprehensive standards, processes, and systems. We hold our SH&E personnel and external safety and security service providers to high standards, including respect for human rights.

Prohibition of Forced Labor, Human Trafficking and Child Labor

We do not tolerate any form of exploitation of labor, forced or bonded labor, human trafficking, or other forms of modern slavery. We are strictly opposed to all forms of child labor, as identified in [ILO Convention No. 138](#). We comply with laws and standards related to labor practices in our office and operating locations.

Protection Against Discrimination

We prohibit harassment and support equal treatment of all in the workplace, regardless of race, color, ethnicity, or national origin, religion, gender or gender identity, sexual orientation, age, disability, veteran status, or any other legally protected status. We are committed to [diversity, equity and inclusion \(DE&I\)](#) and fostering an inclusive workplace where all employees can contribute, thrive, and grow.



Freedom of Association

We acknowledge and support employees' voluntary freedom of association and right to form and join trade unions and to bargain collectively. We are committed to good faith collaboration with employee representatives. We comply with applicable local laws. These principles are in line with the ILO's standards, specifically ILO Convention Nos. [87](#) and [98](#).

Right to Equitable, Fair, and Competitive Pay, and Regular Working Hours

Cabot is committed to ensuring that employees are paid fairly, without discrimination. We use performance-based compensation in line with local market practices that meet or exceed the legal minimum wage and provide fair and competitive wages. We conduct reviews annually to monitor our pay practices, ensure pay equity, and develop pay actions where appropriate.

In support of our culture which highly values safety and well-being, Cabot is committed to regular working hours, breaks, and paid vacation for our employees in compliance with local laws.

Human Rights Due Diligence Processes

We use the following systems and processes to fulfill our human rights due diligence obligations:

Training

All employees are required to adhere to Cabot's [Code of Business Ethics](#) and to complete annual training, which includes the topics of anti-bribery and corruption issues, as well as the use of Cabot's internal reporting system. Cabot also offers employees training on human and labor rights.

Complaint Procedure and Remediation

Cabot has established internal and external reporting channels, including a third-party phone hotline and online reporting tool to receive reports of misconduct or noncompliance. The hotline is available 24 hours a day, seven days a week, and is open to use by Cabot employees. The phone line is operated by specially trained representatives and allows for anonymous reporting. There is also a mechanism for non-Cabot employees to contact the Company's Board of Directors by sending an email through Cabot's website.

Cabot's Office of Compliance is a governance committee which oversees and directs appropriate investigation into and resolution of compliance matters. Cabot prohibits retaliation against anyone who makes a good faith report about known or suspected violations or questionable conduct, including human rights violations, or who cooperates in an investigation.

Preventative Measures

Cabot expects our suppliers to comply with the Company's [Supplier Code of Conduct](#), which requires compliance with local and national labor laws regarding compensation and working hours, and prohibits discrimination, child labor, or forced labor practices. In addition, within Cabot's Procurement system, we deploy risk assessment tools that assist in proactively predicting risk across the global supply chain.

Supplier Remediation

Where Cabot becomes aware of a possible breach of human rights, we work to investigate and remedy this. If the remedy is not effective, Cabot reserves the right to terminate the business relationship.



Conflict Minerals

As a public company, Cabot is subject to the conflict minerals rules adopted by the U.S. Securities and Exchange Commission (SEC). Cabot is a provider of reinforcing carbons, specialty carbons, battery materials, engineered elastomer composites, inkjet colorants, masterbatches and conductive compounds, fumed metal oxides and aerogel. None of these products contain conflict minerals. More information about our practices with regard to conflict minerals are found in Cabot's [Conflict Minerals Statement and Conflict Minerals Report](#).

Board of Directors

This Policy has been approved by Cabot's Board of Directors.

Revised: June 1, 2023