

HUMAN RIGHTS POLICY STATEMENT

At Methanex, we are committed to respecting and promoting human rights and safe working conditions. We conduct all business activities in accordance with our Core Values of Trust, Respect, Integrity and Professionalism, our industry commitment to the Responsible Care® Ethic and Principles for Sustainability and our Code of Business Conduct. We are committed to supporting and adhering to all international and local standards on human rights, child and general labour, as well as employment standards and regulations in regions where we do business. This Human Rights Policy Statement aims to set out our overarching commitment to upholding human rights within our operations. Our commitment to our external stakeholders is set out in our Stakeholder Relations Policy Statement.

Human Rights Principles

This Policy is informed by global human rights standards, including the Voluntary Principles on Security and Human Rights and the core conventions of the International Labor Organization and the United Nations (“UN”) such as the UN’s Universal Declaration of Human Rights, the UN’s Guiding Principles on Business and Human Rights, and the UN Convention on the Rights of the Child.

Forced and Child Labour Protections

We prohibit the use of child or forced labour, slavery or human trafficking in any of our global operations and facilities. We will not tolerate the exploitation of children, or the trafficking, physical punishment, abuse, or involuntary servitude of any worker. We expect our suppliers and contractors with whom we do business to uphold the same standards.

Diverse, Inclusive and Respectful Workplace

We will provide a safe, respectful and inclusive workplace that is free from all forms of harassment, discrimination and bullying. We are committed to providing a workplace where diversity is valued, differences are embraced and everyone has the opportunity to contribute, develop and advance. This commitment is embedded in our Diversity & Inclusion Policy Statement and Anti-Harassment Standard.

Safe and Healthy Workplace

We will provide a safe and healthy workplace to prevent work-related injuries and illness through our commitment to the Responsible Care® Ethic and Principles for Sustainability and our Health, Safety, Security, Environment & Quality Policy Statement. We expect our suppliers and contractors with whom we do business to uphold the same standards.

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MANAGE PEOPLE

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Compensation and Working Hours

We establish fair and competitive compensation packages for positions within our company that are based on local markets and job descriptions and are not based on gender, age, ethnicity, nationality or other protected personal characteristics or beliefs. At a minimum, we will comply with local legal requirements regarding working time, conditions and appropriate compensation for our employees and where no such legal requirement exists, with the local industry standard.

Freedom of Association

We respect the right of employees to associate with any lawful employee organization, union, works council, or other such association without fear of reprisal, intimidation, or harassment.

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