US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Albemarle

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	These standards reflect our overarching commitment to respect the human rights of our stakeholders and to avoid human rights abuses, consistent with the UN Guiding Principles on Business and Human Rights.	Human Rights Policy (December 15, 2022)	https://www.albemarle.com/sites/default/files/gc_pdf//Human%20Rights.pdf	No change	
Human rights policy - ILO Core Labor Standards	We recognize the human rights of our stakeholders as expressed in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.	Human Rights Policy (December 15, 2022)	https://www.albemarle.com/sites/default/files/gc_pdf//Human%20Rights.pdf	No change	
Forced labor & prison labor	We prohibit forced labor and human trafficking.	Human Rights Policy (December 15, 2022)	https://www.albemarle.com/sites/default/files/gc_pdf//Human%20Rights.pdf	No change	
Human rights defenders & civic space	No evidence			No change	
Gender equality and women's empowerment	[Reports on racial diversity and gender diversity of leadership and Board, as of May 2023 30% women] [2024 Sustainability Report, pg 12] Our Empowering Women program connects women globally to celebrate diversity in the workforce, promoting inclusion by empowering women to reach their full potential through education, inspiration, and encouragement. [2023 Diveristy, Equity, and Inclusion Report, pg 9] [Reports partnerships and DE&I Progress since 2021] [2023 Diveristy, Equity, and Inclusion Report, throughout]	2024 Sustainability Report 2023 Diversity Equity and Inclusion Report	https://www.albemarle.com/sites/default/files/2025-05/albemarle-sustainability-report-2024.pdf https://www.albemarle.com/sites/default/files/gc_pdf/Albemarle%20DE%26I%20Report%202023.pdf	Updated examples	Albemarle+Local: Building Shared Value and Opportunity in Chile. https://www.albemarle.com/us/en/news/albemarlelocal-building-shared-value-and-opportunity-chile Women Apprentice Program Through the Women Apprentices Program, Albemarle is expanding female participation in mining by providing technical training and supervised, hands-on experience in operational roles. 2025 Sustainability Report. https://www.albemarle.com/us/en/sustainability/sustainability-reporting-resources/sustainability-report In 2025, Albemarle was named to Forbes' Most Trusted Companies in America list and recognized as one of Forbes' America's Best Employers for Women.
Indigenous Peoples	We support the principles set out in the UN Declaration on the Rights of Indigenous Peoples and the International Council on Mining & Metals Position Statement on Indigenous Peoples and Mining. . . We recognize the unique relationship of indigenous communities with their environments, and we respect and seek to promote the culture, heritage, life systems, customs, beliefs, rites and socio-cultural practices of neighboring communities, and especially those associated with indigenous communities existing in the areas of influence of our operations. We value the participation of indigenous peoples in our workforce	Community Relations and Indigenous Peoples Policy (November 2, 2020)	https://www.albemarle.com/sites/default/files/2024-06/community_relations_and_indigenous_peoples_policy.pdf	No change	
Natural resources					
Responsible mineral sourcing Conflict minerals	Our commitment to human rights is supported by our policies, procedures, and related processes, including: ...Our conflict minerals assurance process, which includes screening of third parties, management of raw material procurement, and heightened reporting requirements for relevant suppliers, as set out in our Supplier (Modern Slavery) Due Diligence Procedure;	Responsible Sourcing Policy (4/3/2024)	https://www.albemarle.com/sites/default/files/2024-06/responsible_sourcing_policy_1.pdf	No change	
No deepsea mining	Endorsed the Initiative for Responsible Mining Assurance (IRMA) Mining Standard which cannot support deep-sea mining until further research and audits can be completed.	IRMA and Webpage - Voices calling for a moratorium	https://deep-sea-conservation.org/solutions/no-deep-sea-mining/momentum-for-a-moratorium/companies-and-finance/	No change	
Land rights	See FPIC			No change	
Free, Prior, and Informed Consent (FPIC)	Whenever we need to expand our activities via land use, we are committed to respecting the principle of free, prior and informed consent (FPIC) in our engagement with indigenous communities and host governments.	Community Relations and Indigenous Peoples Policy (November 2, 2020)	https://www.albemarle.com/sites/default/files/2024-06/community_relations_and_indigenous_peoples_policy.pdf	No change	
Technology					
Responsible AI	x				
Human rights policy - freedom of expression and					
Living wage					
Living wage, own operations	Wages and benefits are paid for a standard working week that meet the ILO Protection of Wages Convention, 1949 (No. 95) and at a minimum, national legal standards. Albemarle strives to provide workers with remuneration that ensures an adequate living standard and access to basic services for them and their immediate family.	Labor Rights Policy (November 2, 2020)	https://www.albemarle.com/sites/default/files/2024-06/labor_rights_-_global.pdf	No change	

Living wage in supply chain	Provide fair compensation and comply with all applicable laws governing wage and working hour requirements (including compensation, leave, benefits and overtime) and maintain appropriate records.	Code of Conduct for Business Partners	https://www.albemarle.com/us/en/sustainability/sustainability-reporting-resources/code-conduct-business-partners	No change	
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	We assess and consider the social, cultural, environmental, economic and human rights impact of our operations on others, and conduct due diligence where appropriate [Human Rights Policy]. We strive to operate in accordance with global standards on human rights practices, such as IRMA's Standard for Responsible Mining. The IRMA standard includes conducting human rights risk assessments at mine sites. In 2024 we began a new human rights risk assessment at our Salar de Atacama site in Chile which we completed in early 2025. The assessment revealed that our operations are aligned with international human rights standards and that we have robust policies, procedures and practices in place to protect the rights of our employees, suppliers and communities. We have developed a comprehensive action plan for continuous improvement and remain committed to transparency and accountability as we continue to work toward ensuring we uphold the highest	Human Rights Policy (December 15, 2022) 2024 Sustainability Report, pg 37	https://www.albemarle.com/sites/default/files/gc_pdf//Human%20Rights.pdf https://www.albemarle.com/sites/default/files/2025-05/albemarle-sustainability-report-2024.pdf	No change source 1. Source 2 updated to 2025 Sustainability Report	Also see: https://www.albemarle.com/us/en/human-rights-risk-assessment-salar-de-atacama
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	Our commitment to human rights is supported by our policies, procedures, and related processes, including:. . . Our supply chain mapping and due diligence process set out in our Supplier (Modern Slavery) Due Diligence Procedure, which holistically manages supply chain risks associated with modern slavery and sourcing from conflict-affected and high-risk areas (CAHRAs) in alignment with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk	Responsible Sourcing Policy (4/3/2024)	https://www.albemarle.com/sites/default/files/2024-06/responsible_sourcing_policy_1.pdf	No change	
Affected stakeholder engagement	We seek to establish long-term community relationships based on meaningful engagement, care, respect, trust, transparency, honesty, humility and good faith.	Community Relations and Indigenous Peoples Policy (November 2, 2020)	https://www.albemarle.com/sites/default/files/2024-06/community_relations_and_indigenous_peoples_policy.pdf	No change	
Human rights requirements in supplier code/requirements	We Similarly Expect Our Business Partners to . . . Respect the human rights of their employees and contractors, and treat them with dignity and respect, consistent with the United Nations Guiding Principles on Business and Human Rights. . . We Expect Our Business Partners to: . . . Comply with applicable laws, regulations, and their own policies concerning community engagement, indigenous people and human rights. • Consider the social, cultural, human rights, environmental and economic impact of their operations on their communities and other stakeholders. • Take action to identify, prevent and, where necessary, mitigate and remediate adverse human rights impacts. These impacts are directly connected to their operations and relationships, consistent with the United Nations Guiding Principles on Business and Human Rights. • Maintain the safety and security of their operations, while respecting the human	Code of Conduct for Business Partners	https://www.albemarle.com/us/en/sustainability/sustainability-reporting-resources/code-conduct-business-partners	No change	
Access to remedy					
Grievance mechanism for own employees	You are encouraged to speak with your supervisor or local site leader in the first instance. If you feel uncomfortable speaking to your supervisor, or that your concern is not being properly addressed, you can always speak to your HR Representative, Regional Compliance Manager or a member of the Legal Department. You can also contact the Chief Compliance Officer, Global Ethics & Compliance (via integrity@albemarle.com), the General Counsel or the Integrity	Human Rights Policy (December 15, 2022)	https://www.albemarle.com/sites/default/files/gc_pdf//Human%20Rights.pdf	No change	
Grievance mechanism for workers - supply chain	The Integrity Helpline is operated by an independent company and can be contacted 24 hours a day, 7 days a week, in multiple languages, by phone or online. In the U.S., it can also be contacted by text message. Your concern may be submitted confidentially and anonymously to the extent allowed under the law.	Integrity Helpline	https://www.albemarle.com/us/en/integrity-helpline	No change	
Grievance mechanism for external individuals & communities	See above.			No change	
Governance and staffing					
Board and/or C-Suite-level oversight	Our Board exercises overall governance of our sustainability program and its alignment to the Albemarle Way of Excellence (our operating model) and our sustainability framework. Board committees take the lead in discrete areas of oversight within their areas of responsibility, with the Sustainability, Safety & Public Policy Committee monitoring progress on sustainability initiatives on a quarterly basis. Each of the Board committees shown below regularly reports to the Board on sustainability matters. [Executive Compensation & Talent Development committee oversees Human Rights & Labor Practices; Sustainability, Safety & Public Policy committee oversees Local Community Engagement]	SEC Proxy Statement (definitive), Schedule 14A Information, 2025, pg 18		No change	
Senior level responsibility for human rights	No evidence			No change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone) Transparency Report Palm oil supplier list updated Transparency Pledge Global Apparel Facilities in OAR	[Included in 2024 Sustainability Report]	2024 Sustainability Report	https://www.albemarle.com/sites/default/files/2025-05/albemarle-sustainability-report-2024.pdf	Updated	2025 Sustainability Report. https://www.albemarle.com/us/en/sustainability/sustainability-reporting-resources/sustainability-report

Memberships				
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change
RMI	Yes	RMI	Members	No change
GNI		GNI	https://globalnetworkinitiative.org/who-we-are/members/	No change
IRMA	Yes	IRMA	Members / Partners - IRMA - The Initiative for Responsible Mining Assurance	No change
ICMM	No	ICMM	ICMM - Our Members	No change
EITI	No	EITI	https://eiti.org/companies	No change
VPI	No	VPI	https://www.voluntaryprinciples.org/the-initiative/	No change
RSPO		RSPO	https://rspo.org/search-members/	No change
FLA (accredited or participating)	x	FLA (accredited or participating)	Accredited: https://www.fairlabor.org/members/fla-accredited/?member_type=fla-accredited; Participating: https://www.fairlabor.org/members/companies/?member_type=participating-company	No change
ETI	No	ETI	https://www.ethicaltrade.org/who-we-are/our-members	No change
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change
Lobbying and ethics				
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change
Anti-bribery and anti-corruption policy	Corruption and bribery, in any form, are prohibited under Albemarle's Code of Conduct and this Policy. We must not act with corrupt intent in our dealings with any other person, and we must ensure that any third party acting on our behalf does the same.	Anti-Corruption Policy	https://www.albemarle.com/sites/default/files/2025-03/albemarle-anti-corruption-policy.pdf	No change
Reported whistle blower or protester firings				

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