

PureCycle Technologies, Inc.

Human Rights Policy

PureCycle Technologies, Inc. ("**PureCycle**") has established a Human Rights Policy to document our commitment to uphold and respect human rights for all people. This includes respecting and promoting the human rights of our employees, our suppliers and customers, the communities in which we live and operate, and requiring the same commitment from our suppliers and other third parties. PureCycle upholds and respects internationally recognized human rights as contained in the Universal Declaration of Human Rights (UDHR), which includes the development of a human rights policy, a framework to assess and mitigate known risks, and procedures to report and remedy grievances where they occur. PureCycle requires the same commitment from our direct and indirect suppliers, sub-contractors, labor providers, logistics providers, distributors, and licensees including their parent, subsidiary or affiliated entities ("**Suppliers**") We will not knowingly condone or contribute to adverse human rights caused by the actions of our Suppliers. When we become aware of a situation affecting human rights, we will engage to be part of the solution to address the issue, including seeking to prevent or mitigate the situation.

Child Labor

PureCycle does not tolerate child labor practices in any form and demands the same commitment from third parties with which we engage. For purposes of this Human Rights Policy, the term "child" means any person younger than the age of completion of compulsory schooling; but in any event no person younger than the age of 15 will be employed in the manufacturing, packaging, distribution, or any other element of a Supplier's operation or supply chain.

Modern Slavery and Human Trafficking

PureCycle does not tolerate slavery, forced labor, or human trafficking in any form. PureCycle also requires Suppliers to fully comply with the applicable legal prohibitions on slavery, forced labor and human trafficking laws, including transporting, harboring, recruiting, transferring, or receiving vulnerable persons by means of threat, force, coercion, abduction, or fraud for the purposes of exploitation. All work must be voluntary.

Wages and Benefits; Fair Compensation

PureCycle commits to ensuring compensation paid to our employees and Suppliers' workforce comply with all applicable laws relating to wages, benefits and working hours. Deductions from wages as a disciplinary measure are not permitted, and any deductions must comply with local law. All workers shall be provided with written information about their employment conditions in a language they understand before entering employment. PureCycle requires its Suppliers to commit to similar compensation policies and practices.

Freedom of Association; Collective Bargaining

PureCycle, its employees and Suppliers must ensure the rights of workers to associate or not to associate with any group, form and join trade unions, and bargain collectively, as permitted by and in accordance with applicable laws and regulations. PureCycle is committed to pursuing constructive relationships and bargain in good faith with any trade groups that may represent employees, and which are established by its employees in compliance with applicable laws.

Equality, Inclusion and Diversity

PureCycle is committed to a work environment that is free from discrimination and harassment and providing equal employment opportunities to all applicants and employees regardless of age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, marital status, genetic information, or any other characteristic protected by applicable law. In addition, workers or potential workers should not be subjected to medical tests or physical examinations that could be used in a discriminatory manner. All employment decisions must be based on the individual's ability to do the job. We expect the same commitment from our Suppliers

Creating a Safe Work Environment

The health and safety of our employees, and those of our Suppliers, and the communities in which we operate are fundamental principals at PureCycle and supports our commitment to human rights. PureCycle commits, and demands its Suppliers commit, to proactively manage health and safety risks to provide an injury-free workplace. For operations in the United States, compliance with all OSHA regulations is mandatory.

PureCycle is also committed to ensuring all workers take part in required safety training, including site-specific safety training or other training as may be required by regulation, and ensuring all employees are empowered to stop work when unsafe conditions are observed.

Reporting Violations

PureCycle supports this Human Rights Policy. Violations by employees or Suppliers may be reported confidentially. If an individual has knowledge that any of these standards have been, or may be, violated, please report the issue by using the PureCycle Technologies, Inc. Ethics and Compliance Hotline (the "**Hotline**") at (888) 826-5655 or by email to www.redflagreporting.com/PureCycletech.

Retaliation for raising concerns in good faith will not be tolerated. We treat allegations of intimidation, retaliation, or violence against affected stakeholders seriously. We will take appropriate actions to investigate and address any such allegations and expect our Suppliers to do the same.

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