



Chemours™

Human Rights Policy

1. PURPOSE & SCOPE

At Chemours, we are committed to creating a better world through the power of our chemistry. Our values have helped us create a culture in which every one of us is encouraged and empowered to act like an owner, innovate, and make decisions that are in the best interest of our company, while protecting our people, our customers, and our communities. We believe that respect for human rights is an important component across all aspects of our business operations and those of our partners throughout the value chain.

We expect every employee at every level to comply with our Human Rights Policy and expect the same from our worldwide subsidiaries, joint ventures or other associated entities, our contractors, our customers, and our suppliers. We ensure that everyone who interacts with us in the course of business is treated in a way that is both consistent with the laws of the countries in which we operate and with our Code of Conduct.

The policy operates in conjunction with our: Code of Conduct; Supplier Code of Conduct; Responsible Care Guiding Principles; and Environmental, Health, Safety and Sustainability (EHS & S) Policy.

2. COMMITMENT TO INTERNATIONAL STANDARDS AND LAWS

Chemours commits to respecting all international norms and codes regarding human rights across our entire operations, including the [International Bill of Human Rights](#), the [International Labour Organisation's \(ILO\) Declaration on Fundamental Principles and Rights at Work](#), the [UN Guiding Principles on Business and Human Rights](#) and the [UN Global Compact](#), to which we are a signatory.

We will also follow all applicable human rights, labor, and employment laws. We recognize that, while this policy is global, there may be countries in which the national rules, laws or customs deviate from, restrict, or contradict international standards. In such cases, we will apply the international standards as far as local law allows.

3. IMPLEMENTATION AND COMPLIANCE

Our Chemours Code of Conduct guides behavior and sets expectations for ethical conduct, including human rights. Our Chief Ethics and Compliance Officer and the Compliance Committee have overarching governance for human rights. All Chemours employees are required to complete annual training to ensure they understand how the Code applies to their jobs, how to address questions and concerns, and how to report violations.

Human rights due diligence is an ongoing process that requires collaboration and coordination across the whole organization. We have an integrated approach that embeds due diligence into our practices and processes and allows us to manage human rights within our way of working. We continue to look at these processes to identify ways we can improve.

4. POLICY PRINCIPLES

Freedom of expression/Social dialogue

Consistent with Chemours values and communications policies, the Company respects the rights of workers to hold and express their individual opinions through any media, provided that such opinions do not harm the company's interests.

Freedom of association and collective bargaining

Chemours respects the rights of all workers to form and join unions of their own choice and to bargain collectively as permitted by local laws and regulations. Chemours respects legal obligations to install Works Councils where applicable and recognizes those Works Councils as partners in developing employment policies when legally required.

Child labor / Forced labor / Modern Slavery

Chemours acknowledges the disconcerting fact that child labor, forced labor and modern slavery are significant societal problems in many parts of the world. We are committed to playing a positive role in helping society eliminate exploitative child labor, forced labor, and modern slavery. To this end, the Company has adopted [Chemours Statement of Principles on Child Labor, Forced Labor and Modern Slavery](#).

Inclusive environment and non-discrimination

At Chemours, we do not discriminate or segregate based on personal characteristics such as age, race, religion, color, gender, disability, national or ethnic origin, ancestry, marital status, family status, sexual orientation, gender identity or expression, or veteran status with respect to any terms or condition of employment, including hiring, promotion, demotion, transfer, recruitment, termination, rates of pay or other forms of compensation or benefits, resources and selection for training. Countries may have additional grounds for non-discrimination, and we comply with all applicable laws.

Harassment

At Chemours, we do not tolerate harassment of any kind. This includes but is not limited to slurs or derogatory comments, offers of job benefits in exchange for sexual favors, and other offensive behaviors. We recognize that differences of opinion and disagreements are a necessary and valuable part of business discussions, scientific and technical explorations, and negotiations at all levels. Our policy does not prohibit these courageous conversations, so long as they are conducted in a respectful manner.

Safe and healthy working environment

At Chemours, we believe that everybody has the right to go home in the same state as they come to work. We operate our business according to the [Responsible Care® Guiding Principles](#) and our [Responsible Care® Management Systems](#), which provides the basis for our health and safety directives, standards and procedures, including our [EHS&S Policy](#). For our contracted workforce – who we treat as part of the Chemours family – we select partners with a demonstrated commitment to EHS through our prequalification process. To ensure continued safety at all our worksites, we conduct first-, second- and third-party audits at regular intervals and we work on making continuous progress towards no accidents or injuries.

Working hours, benefits and wages

Chemours pays all employees competitive wages that are influenced by local legislation and markets. Where required, Chemours negotiates with Trade Unions and/or Works Councils to determine benefits and wages. Working hours are managed within the boundaries of local legislation, at minimum, and Chemours is focusing on the well-being of the employee with fatigue management processes in place to avoid excessive overtime.

5. SUPPLIER AND PARTNER EXPECTATIONS

At Chemours, we expect our supply chain partners, including contract manufacturers, third-party warehouse operators and distributors, to commit to respecting human rights, including the ILO fundamental rights at work, and we support them in meeting their due diligence obligations. We communicate our expectations to our partners across the supply chain through our [Supplier Code of Conduct](#) and through language included in our contractual agreements and Purchase Orders. We actively monitor and audit Suppliers' performance, including by partnering with third-party providers. Suppliers that are found to violate the Supplier Code of Conduct will be issued with a corrective action plan and, if such measures are not suitably addressed, Chemours has the right and ability to terminate any agreement or Purchase Order with that Supplier.

6. OTHER STAKEHOLDERS

Customers

At Chemours, we use our product stewardship processes to identify potential risks in the handling, use, and disposal of our products. We communicate our product hazards to our customers through Safety Data Sheets (SDS), appropriate product labels and, when applicable, through our First Order Process (FOP) to minimize potential negative impacts. We continually strive to ensure that our products are handled, used, and disposed of in a way that does not pose risk to human health or the environment.

Environmental Protection

As a company committed to doing what is right for our communities and the environment, we strive to be good stewards of the lands where we currently operate and those of former operating sites.

We proactively take action to evaluate and manage our emissions. We balance responsible growth with a commitment to responsibly steward the resources we need to produce our products. We follow specific air and water quality criteria to ensure our discharges are compliant with local permits, manage our facilities to protect air and water resources, and seek opportunities to improve the quality of—and reduce the quantity of—our emissions based on local stakeholders' expectations. Our [Responsible Care® RC 14001 Management System](#) and [EHS&S policy](#) guide this work.

Chemours is also committed to returning former operating sites to beneficial reuse based on the conditions of the site, stakeholder input, and the needs of surrounding communities. Within this commitment, we identify opportunities for redevelopment, sustainable land practices, habitat restoration and enhancement, and managed open spaces for use by our employees and the local community.

Community Impact & Engagement

We invest in our communities to make a meaningful difference and build more vibrant communities, including in STEM education, safety initiatives, and sustainable environment programs. We are also committed to environmental justice evaluations of our manufacturing sites in the United State, utilizing the U.S. Environmental Protection Agency (EPA) tool, EJ Screen, to gain an understanding of the communities around our sites. Based on this information we commit to action plans to deepen site engagement.

All Chemours manufacturing locations have active community feedback mechanisms and/or Community Advisory Panels (CAPs) to engage the local community, foster transparent discussion, and build a trusting

relationship. These are a forum for the community to ask questions and offer insight into the needs and expectations of the local area.

7. REPORTING AND GRIEVANCE MECHANISMS

At Chemours, we speak up when we have questions and concerns. If an employee believes that someone is violating the Human Rights Policy, the Company's Code of Conduct or other laws and regulations, they are required to report these concerns immediately. The Company has provided a number of avenues for reporting including an employee's direct supervisor, Human Resources, a member of the [Ethics & Compliance team](#), a member of the Chemours Legal team, an [Ethics Champion](#), or through the [Chemours Ethics Hotline](#). Community members can share issues or concerns with local site leadership or through [Chemours Ethics Hotline](#). The Hotline offers a global multilingual service, accessible to employees, our supply chain partners, and the public.

8. REMEDIATION

Remediation is an integral part of our responsibility to respect human rights. We are committed to providing access to remedy in situations in which we may have caused or contributed to adverse human rights impacts. We are committed to collaborating with judicial or non-judicial mechanisms to provide access to remedy and will work with suppliers to remedy adverse impacts which are directly linked to the company's operations, products, or services.

9. REVISION HISTORY

Revision	Approval Date	Nature of Change
1	22 July 2024	Original Issue
2	20 August 2024	Minor edits to Inclusive environment and non-discrimination paragraph