

Inclusive Environment and Non-Discrimination

Effective Date: 09/05/2023

Introduction

To paraphrase [The Orange Book](#), at Chemours, we are focused on our future, but grounded in our values. These five fundamental, foundation values—Safety, Integrity, Partnership, Ownership, and Respect—form the substructure of our culture as a multinational corporation. They are core beliefs that guide and frame both our behaviors and our aspirations. Underpinning these beliefs is the inherent truth that they can only be realized in an environment where everyone is treated equally and professionally, and with dignity and respect.

We support this wholly—not because of the benefits it brings in terms of business innovation, productivity, talent retention, and overall competitive advantage—but simply because it is the right thing to do.

Section 1 – SCOPE

This Global policy applies to all Chemours employees, and these principles extend to the employees of our customers, suppliers, or other business associates.

Section 2 – DEFINITIONS

Not applicable

Section 3 – RESPONSIBILITY AND AUTHORITY

Employees – Responsible for embracing inclusion and non-discrimination and for reporting any incidents contrary to this policy.

Immediate Supervisor, Company Leadership, Human Resources, Ethics Hotline – Responsible for ensuring that reported allegations of violations of this policy are investigated promptly and addressed.

Section 4 – POLICY

At Chemours, we do not discriminate because of 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, and selection for training. Countries may have additional grounds for non-discrimination, and we comply with all applicable laws.

We do not tolerate harassment of any kind—full stop. This includes but is not limited to slurs or derogatory comments, offers of job benefits in exchange for sexual favors, and other offensive behaviors.

Our stand against harassment extends beyond our employees. We apply the same standard of behavior to employees of our customers, suppliers and other business associates. And, 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](#).

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 conversations, so long as they are conducted in a respectful manner.

Raising Concerns

At Chemours, we speak up when we have questions and concerns. Employees are encouraged to raise the issue to their Immediate managers first. They are often the best resources because they are the most familiar with individual roles and duties. Anyone who is uncomfortable speaking to a direct supervisor can address concerns in many other ways, including:

- Business, Function, or Site Leadership
- Legal, Finance, or HR representatives
- A Compliance Officer or Ethics Champion
- The Chemours [Ethics Hotline](#)

Once a report is made, we will act promptly to address allegations of misconduct, harassment, or retaliation. If additional fact-finding is needed, we will conduct a thorough investigation in a way that respects the confidentiality of all concerned as much as possible. Anyone who raises a concern, reports suspected misconduct, or provides information as part of an investigation should feel comfortable doing so without fear of reprisal. Any employee who violates our Non-Retaliation Policy, is subject to disciplinary action, up to and including being separated from the company.

Section 5 – ADDITIONAL RESOURCES

- [Chemours Code of Conduct](#)
- [The Chemours Ethics Hotline](#)
- Title VII of the Civil Rights Act of 1964
- Age Discrimination Act of 1975

- Americans with Disabilities Act of 1990
- Equal Pay Act of 1963
- Genetic Information Nondiscrimination Act of 2008
- All other applicable country, federal, state, and local laws

Section 6 – VERSION HISTORY

<i>Rev. Ver</i>	<i>Approval</i>	<i>Dept.</i>	<i>Changes</i>	<i>Approval Date</i>	<i>Effective Date</i>	<i>Next Review</i>
1		HR	Document version created.			
2	CHRO	HR	Updated policy to the new template.	9/5/2023	9/5/2023	9/5/2025
3	CHRO	HR	Update values listed on page 1	7/3/2024	7/9/2024	9/5/2025

