



## Corporate Social Responsibility Policy

Emerald Performance Materials is committed to being a responsible corporate citizen that complies with all of the laws and regulations of the countries in which we operate, and embraces the concepts of generally recognized international standards for human rights, social accountability, and labor laws in our dealings around the world.

Emerald Performance Materials has a variety of policies that deal with legal matters and our expectations of conduct, starting with our Ethics, Conflict of Interest, Anti-Trust, and Anti-Bribery/Anti-Corruption policies that our employees read and acknowledge regularly.

At Emerald, our Corporate values reinforce our expectations:

- Protect the health & safety of our employees and the environment,
- Conduct our business and operate our plants responsibly and ethically,
- Strive for continuous improvement in everything we do,
- Treat everyone with fairness, respect and dignity, and
- Foster teamwork, communication, commitment, trust and personal growth.

Emerald also endorses the principles set forth in generally recognized international standards for:

- Environmental, Health and Safety Responsibility
- Child and Forced Labor
- Human Rights
- Human Trafficking
- Discrimination
- Working Hours and Remuneration
- Other fair labor standards including standards of discipline and the right of workers to associate and collectively bargain

We take these matters seriously. Therefore, it is our policy that our employees fulfill our corporate social responsibility commitments, and our expectation that our business associates – customers, suppliers, contractors, and consultants – adhere to the spirit of these principles as well.