



## **Human Rights Policy**

AdvanSix is committed to integrity and compliance in all its business dealings. This AdvanSix Human Rights Policy (this “Policy”) set forth our expectations and policies regarding human rights. AdvanSix always endeavors to live these values and meet the highest standards of corporate behavior in all aspects of business. The foundation for this Policy and our values is integrity and caring for people, which are fundamental to the success of our enterprise.

### **Healthy and Safe Workplace**

As reflected in our [Health, Safety & Environmental Values](#), we are committed to managing our operations in a safe, secure and sustainable manner.

### **Children and Young Workers**

As a fundamental principle, we do not employ children or support the use of child labor. We do encourage the creation of educational, training or apprenticeship programs tied to formal education for young people.

### **Freedom of Engagement**

We believe that people should work because they want or need to, not because they are forced to do so. We prohibit the use of prison labor, forcibly indentured labor, bonded labor, slavery or servitude.

### **Equality of Opportunity**

Our workplace is a meritocracy, where our goal is to attract, develop, promote and retain the best people from all cultures and segments of the population, based on ability. We support and uphold the elimination of discriminatory practices with respect to employment and occupation, promoting and embracing diversity in all aspects of our business operations. We are an equal opportunity employer and do not discriminate either directly or indirectly against employees or prospective employees on the basis of race, color, religion, sex, sexual preference/orientation, citizenship, marital status, veteran status, national origin, age or disability, or against any other protection established by applicable law or regulation. We are firmly dedicated to creating a workplace that values and respects people from diverse backgrounds and enables its employees to do their best work. We have zero tolerance for discrimination or harassment of any kind.

### **Compensation**

We ensure that compensation meets or exceeds the legal minimums and is competitive with industry standards. Our compensation philosophy is clearly communicated to employees and is in full compliance with all applicable laws.

### **Relationships with Communities**

Within the framework of our Values, we respect the cultures, customs and values of the people in communities where we operate and take into account their needs, concerns and aspirations.