



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. The Board of Directors exercises oversight over compliance of AdvanSix policies.

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.

At AdvanSix, we are firmly committed to extending our human rights policies to address the protection of minority groups’ rights and women’s rights.

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. We are committed to engagement and consultation with potentially affected groups and all of our relevant stakeholders as we prepare, evaluate and continue to refine our human rights policies and initiatives.

Training

AdvanSix employees are required to complete periodic training on the AdvanSix policies and the Code of Conduct (the "Code"). In addition, AdvanSix directors and executive officers certify, on an annual basis, as to their acknowledgment of the Code and that they will act in accordance with the Code. In connection with our quarterly and annual SEC reporting, certain key members of management similarly certify as to their compliance with the Code as well as confirmation of their responsibility to report suspected violations of law, Company policy and/or the Code.