

AdvanSix Inc. Human Rights Policy

AdvanSix is committed to integrity and compliance in all its business dealings. This AdvanSix Human Rights Policy (this “Policy”) sets forth our expectations and policies regarding human rights and is applicable to all AdvanSix employees and operations worldwide including our employees, officers, directors, suppliers and business partners. 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 AdvanSix’s policies, including governance oversight of Environmental, Social and Governance matters, programs related to compliance with the Code of Business Conduct, as well as related legal and regulatory compliance matters, with day-to-day responsibility for ensuring compliance delegated to the Executive Leadership Team. Our Senior Vice President and General Counsel conducts an annual review of this Policy.

AdvanSix is a signatory of the United Nations Global Compact. This Human Rights Policy is guided by common principles found within the United Nations Universal Declaration of Human Rights and Guiding Principles for Business and Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the American Chemistry Council’s Responsible Care[®] program, and implemented through AdvanSix’s Code of Business Conduct, Supplier Code of Business Conduct, and other Company policies, procedures, and guidelines relating to this Policy.

Healthy, Safe and Secure Workplace

As reflected in our [*Health, Safety & Environmental Values*](#), we are committed to managing our operations in a safe, secure and sustainable manner. We seek to prevent any acts or threats of violence in our workplaces. Individuals who engage in violence or threats of violence may be subject to disciplinary action, up to and including termination of employment, as well as possible criminal prosecution.

Workplace Respect

We will not tolerate intimidating, hostile, abusive, or offensive behaviors in the workplace. We have zero tolerance for such conduct, which will be considered harassment and is strictly prohibited under our Code of Business Conduct (the “Code of Conduct”). This applies to all phases of the employment relationship, including hiring, promotion, demotion, transfer, discipline, layoff or termination, compensation, use of facilities, and selection for training or related programs.

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 and Association

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.

We recognize and respect rights of our employees to join or not join any lawful organization. We recognize that our employees have the right to seek labor representation, join unions, and bargain collectively in the places in which we operate. We respect our employees' right to make informed choices about labor representation, free of coercion. Where employees have labor representation, we strive to build a positive, business-focused relationship with their representatives while continuing to meet our commitments to each employee under this policy.

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 are committed to just and favorable conditions of work. 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. In addition, we comply with all applicable laws regarding leave and maternity protection as well as applicable maximum working hours laws and regulations, and our workers are compensated for overtime hours at or above the rate required by applicable laws and regulations.

Stakeholder Engagement and 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.

Due Diligence and Training

Human rights due diligence is a continuous process and we have policies, processes, training, audit and other monitoring systems in place to support our adherence to the commitments contained in this Policy. AdvanSix employees are required to complete periodic training on the AdvanSix policies and the Code of Conduct. In addition, AdvanSix directors and executive officers certify, on an annual basis, as to their acknowledgment of the Code of Conduct and that they will act in accordance with the Code of Conduct. In connection with our quarterly and annual SEC reporting, certain key members of management similarly certify as to their compliance with the Code of Conduct as well as confirmation of their responsibility to report suspected violations of law, Company policy and/or the Code of Conduct.

Adherence to Human Rights Policy AdvanSix will take all appropriate action against employees, agents, customers and suppliers who violate this Policy. Furthermore, employees who violate this policy may be subject to disciplinary action up to and including termination of employment, and Suppliers who fail to comply with the Supplier Code of Business Conduct may be subject to termination as a supplier of ours and potential legal action.

If you become aware of a situation that may involve a violation of this Code, Company policy or any applicable law or regulation, you have a responsibility to report it. Please note that failure to comply with our Code and Company policies can have serious consequences.

AdvanSix encourages all employees, teammates and other stakeholders to speak up, ask for advice and voice concerns if there are suspected violations of our Code of Conduct, deviations from legal or regulatory requirements or circumstances where the AdvanSix Values are not being upheld.

To encourage speaking up, several channels and resources have been made available to facilitate an open dialogue and resolution with respect to suspected incidents or breaches of our Code. Stakeholders may bring their concerns to any of:

- For employees: their manager, supervisor, Human Resources representative, or local complaint or grievance process
- A member of the Legal and Compliance Team
- The ACCESS Integrity and Compliance Helpline

The ACCESS Integrity and Compliance Helpline is a 24-hour service answered by an independent third-party provider that accommodates all of the languages that AdvanSix employees speak. It is publicized within the organization with posters and available on both our public website and company intranet. Reports can be made using the helpline by dialing 844-680-3973. Issues may also be reported by mail, email or web to: AdvanSix Inc., Attn: ACCESS, 300 Kimball Drive, Suite 101, Parsippany, NJ 07054, access.integrity.helpline@advansix.com; www.advansix.ethicspoint.com