

HUMAN RIGHTS POSITION

Conducting Business with Respect

OUR COMMITMENT

As a leading global distributor of chemicals and plastics, and a critical component of supply chains across the world, our business touches thousands of people. Our core value to “Do the Right Thing” drives us to conduct our business with respect for all the people we touch. This includes protecting the rights of the individuals who work in our business, either directly or indirectly, through the suppliers that provide us with products and services. We therefore commit to taking a proactive stance to support and respect the protection of internationally proclaimed human rights, and to ensure that we are not complicit, even unknowingly, in human rights abuses. We also commit to encouraging our suppliers and business partners to adopt a similar approach and confirm they operate in a manner that demonstrates respect for people and upholds their rights.

WHAT WE BELIEVE

Nexeo Solutions believes in the value of all individuals and their inalienable rights as represented in the [United Nations’ Universal Declaration of Human Rights](#), the principles defined in the International Labor Organization’s [Declaration on Fundamental Principles and Rights at Work](#), and other ethical standards that promote respect for people everywhere, without discrimination, in whatever capacity they are connected to our business.

We believe that our business should conduct operations that ensure the safety and protection of human rights, embracing a diverse and inclusive workforce, and should avoid any complicity in forced labor, child labor, exploitation, trafficking, physical punishment, unfair work hours or compensation, limits to freedom of association or other human or labor rights violations. We do not tolerate discrimination on the basis of race, color, religion, disability, national origin, age, sexual orientation, gender, gender identity and expression, marital status, citizenship status or any other characteristic of diversity.



We work each day to conduct operations that ensure the safety and protection of all human rights where we do business.

HOW WE ENSURE PROTECTION

Nexeo Solutions' Global Standards of Business Conduct (GSBC), available on our website, defines the standards of behavior expected of all our executives, managers and employees with regard to ethical, respectful and inclusive practices. Our employees are trained in our GSBC and required to review and acknowledge compliance each year. We encourage our suppliers to acknowledge our GSBC and commit to similar practices in their business through our Supplier Code of Ethics, available on our website.

Supported by comprehensive compliance policies and procedures, we comply with all applicable laws governing employment and hours of work and rest for all our employees around the world. Our reporting mechanisms, including a 24/7 hotline, enable any individual to report concerns related to human rights without fear of retaliation. All reports of suspected or alleged human rights abuses are immediately investigated and corrective actions are taken as required. Through our risk management process, we consider adverse human rights impacts associated with our business activities, and implement remediation measures where relevant.

