



Supplier Code of Conduct

**Living Integrity.
Living Chemistry.**

A Message for our Business Partners

At Chemours, we recognize that we live in a world that demands more. Our customers demand innovation; our investors demand profits; our community neighborhoods demand responsible operations; and society demands solutions to problems that plague the world.

In response, we are reimagining what a chemistry company can be — one focused on the future and resolutely anchored in our five corporate values:

- **Safety** - We are committed to protecting people and the environment.
- **Integrity** - We do what's right.
- **Partnership** - We win through collaboration with the right internal and external partners.
- **Ownership** - We are each accountable for the company's success.
- **Respect** - We treat people well, include others, and value diverse perspectives.

These values inform every decision we make, every initiative we undertake, and every opportunity we pursue (or not). They are part of what makes us uniquely Chemours. They extend to the relationships we have with businesses such as yours, and you will see them reflected clearly in our Supplier Code of Conduct.

We fully expect you as our supplier to support, embrace, and enact the standards set forth in the code, which are based on the ten principles of the United Nations Global Compact initiative and the global chemical industry's Responsible Care® program.

I encourage you to read our supplier code so you are clear on how to do business with us. It all comes down to this: At Chemours, we do what's right for customers, colleagues, and communities—always. And that's what we ask of you and for you to ask of your suppliers. That way, we can truly be partners in improving the lives of people everywhere through the power of chemistry.

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Our Purpose

Creating a better world through the power of our chemistry

Our Four Strategic Pillars



Innovation & Sustainable Solutions

Using deep knowledge and technical capabilities, we develop solutions to customers' toughest problems and enable the creation of products that meet market demand for more sustainable solutions.



Environmental Leadership

We are guided by a commitment to do what's good for people and the planet. Through Responsible Manufacturing we operate in a manner that keeps the local community beautiful, healthy, and safe for everyone.



Community Impact

We are committed to making a meaningful difference as an active and invested member of the communities where we live, work, play, and call home.



Greatest Place to Work for All

From the frontline to the back office, we strive to make Chemours a company where all employees can reach their full potential and understand that their work makes a meaningful difference.



Values Create the Chemistry of Chemours

Chemistry powers our company, but values are what guide us. Our values are simple yet powerful, and our focus on delivering efficiency and results for our customers never overshadows our commitment to ethical behavior in all we do. We expect our suppliers to be familiar with our values and to abide by them as well. When we all do what's right for our people, partners, shareholders, and communities, success will follow.



Safety

We are committed to protecting people and the environment.



Integrity

We do what's right.



Partnership

We win through collaboration with the right internal and external partners.



Ownership

We are each accountable for the company's success.



Respect

We treat people well, include others, and value diverse perspectives.



Our Corporate Responsibility Commitment

Our world demands more than effective and advanced chemistries that enable essential technologies like transportation, communication, power, and electronics. It demands that we deliver these essential technologies at a lower cost to our shared planet. The thousands of us at Chemours meet the world's demands in partnership with our customers, suppliers, and stakeholders all along the value chain, working with them to harness and extend our portfolio of innovative products. Together, we're advancing responsible chemistry, and we're building it into the way we do business and the way we grow.

We made a public pledge in 2018 to bring responsible chemistry to life when we introduced our Corporate Responsibility Commitment approach. We also pledged to hold ourselves accountable through 10 ambitious goals we strive to achieve by 2030.

From the moment we launched that commitment, we set out to do the planning needed to turn our commitment into action. We are interweaving our Corporate Responsibility Commitment and 2030 goals into the way we do business and extending their reach to our partners and stakeholders all along our value chain.

Each year, we report on our progress in our Corporate Responsibility Commitment report. In it, we dive deeper into each of our 2030 goals, highlighting the benchmarks we set, the supportive infrastructure we built, and the actions we took to achieve these goals. To learn more, we invite you to [download and read our report](#).

"We are committed to embed corporate responsibility into every aspect of how we operate, making it an integral part of the Chemours culture."



Amber Wellman

Chief Sustainability Officer



Ethical Practices

The health of our company and of our suppliers rests on a firm foundation of ethical behavior. Chemours is committed to conducting our business affairs with Integrity. We do what's right for customers, colleagues, and communities—always.

We promote a speak up culture that does not tolerate retaliation. Suppliers must speak up and notify Chemours if they are aware of or suspect any unethical or illegal conduct impacting or involving our company. The [Chemours Ethics Hotline](#) is available 24 hours a day to report a concern or ask a question.

Compliance With Laws

Regardless of where we work, Chemours follows all applicable laws, rules, and regulations, even though they may be complex and subject to change. This is also true when laws differ from country to country. We expect our suppliers to do the same and to use their best efforts to implement these standards with their suppliers.

Guidance for Suppliers

- In dealing with or on behalf of Chemours, suppliers must abide by all applicable antitrust and competition or trade control laws in countries of operation.
- Our suppliers must obey the trade laws of the United States and all countries of operation, including but not limited to laws and regulations concerning:
 - The import or export of goods, services, or technology.
 - Government licenses or other approvals required to conduct transactions.
 - Sanctions prohibiting transactions with specific countries, companies, or individuals.
 - Product classification, valuation, labeling and transportation.
 - Conflict minerals.

Anti-Corruption

Chemours' commitment to Integrity means we all play a part in the effort to eliminate bribery and corruption worldwide. We strictly follow anti-bribery and anti-corruption laws and expect our suppliers to do the same.

Guidance for Suppliers

- Our suppliers must work against corruption and act in accordance with all laws related to bribery, including the Foreign Corrupt Practices Act, and any other applicable local laws.
- Our suppliers must not engage in any form of bribery or extortion to secure a business advantage on behalf of Chemours, including facilitating payments.
- Our suppliers should not use illegal or inappropriate means to win business or obtain preferential treatment for Chemours. This includes improperly securing favorable tax or customs treatment, receiving permits or regulatory approvals, or bypassing laws or regulations.



Ethical Practices

“When we do what’s right for our customers, shareholders, and communities, we are confident success will follow.”



Kristine Wellman

Senior Vice President, General Counsel and Corporate Secretary

- Chemours discourages giving or receiving gifts and significantly limits the value of gifts which can be received by employees.
- Supplier records provided to Chemours must accurately reflect the value and nature of all transactions.
- All business and commercial dealings are transparently performed and accurately recorded in the supplier’s books and records. There shall be no actual or attempted participation in money laundering.

Protection of Information and Property

At Chemours, we handle the data of our employees, customers, suppliers, and third parties with care and according to law, the Chemours Privacy Policy, and our obligations to our partners and customers. It is our responsibility to handle all types of data in a secure and appropriate manner, and to take all precautions to keep it safe. We require suppliers to treat our information and property in the same way.

Guidance for Suppliers

- Suppliers will implement sufficient measures to protect any Trade Secrets or Confidential Information provided during business transactions.
- Suppliers will follow all relevant data privacy regulations.
- Suppliers will comply with all applicable data protection laws to protect personal information and will enter into appropriate data protection agreements and will handle Personally Identifiable Information according to the requirements of those agreements.
- Information should be provided to suppliers’ employees on a “Need to Know” basis only, consistent with purposes outlined in the Chemours Privacy Policy and privacy agreements and Trade Secret protection protocols.
- Documents containing confidential information no longer needed by the suppliers to conduct business on behalf of Chemours should be either returned to Chemours or destroyed consistent with Chemours instructions.
- Suppliers must make sure they have the required approvals before accepting any external invitation to share Chemours expertise or information.
- No confidential information in the suppliers’ possession regarding Chemours should be used to either engage in or support insider trading.



Labor, Safety, and Quality Practices

Chemours backs our commitment to our communities with an equally strong commitment to fair employment practices and an utmost duty to uphold the highest standards of human rights. We believe all injuries and occupational illnesses are preventable and strive to have zero injuries in the workplace. Chemours and its suppliers shall enforce standards of conduct to ensure that every employee is confident and feels safe in an open and trusting environment. Together, with our business partners, we are building a culture where all people are included, and differences are a source of strength and cause for celebration.

Human Rights

Chemours is committed to the protection and advancement of Human Rights wherever we operate and expect our suppliers to do the same. Chemours abides by international standards, such as the International Labor Organization (ILO) Conventions, UN Declaration of Human Rights, UN Guiding Principles on Business and Human rights, Organization for Economic Co-operation and Development, and the International Bill of Human Rights. Chemours will not tolerate the use of child or forced labor, slavery, or human trafficking in any of our global operations and facilities, including those operated by suppliers, or in our suppliers' operations.

Guidance for Suppliers

- Suppliers must abide by all applicable international and national labor laws.
- Total working hours must be in agreement and consistent with Chemours expectations and within the allowable limit under applicable law.
- Suppliers must comply with legal minimum wage laws and regulations, and overtime hours must be paid at the legally mandated premium.
- All work must be voluntary and local regulations regarding recording of time and payment must be followed.
- Under no circumstance will child or forced labor, slavery, or human trafficking be tolerated.
- Suppliers should provide training to their employees and management regarding human trafficking, modern slavery, and child labor.
- Suppliers must assure that their employees will not suffer retaliation for reporting or raising employment concerns, should provide a confidential way for workers to raise concerns, and should maintain clear record of employee grievances.
- Suppliers are expected to respect freedom of association of their employees and recognize the right to collective bargaining.



Labor, Safety, and Quality Practices

“Achieving safety excellence starts with holding ourselves accountable, being transparent about our expectations, facing our challenges, and owning the outcomes together.”



Denise Dignam
President and
Chief Executive Officer

Health, Safety, and Quality

Chemours wants to create a culture that puts both physical and psychological safety first. That's why Safety is one of our five corporate values. We expect our suppliers to provide a safe workplace for their employees in compliance with all applicable laws and regulations, and to do all they can to promote both physical and psychological health and safety every day.

Guidance for Suppliers

- Suppliers are expected to provide a safe and healthy workplace for their employees in compliance with all applicable laws and regulations.
- Suppliers must appropriately communicate and train their employees on potential workplace and materials hazards and the use of personal protective equipment.
- Suppliers will not retaliate against employees who raise concerns about safety.
- Suppliers are expected to have a health and safety program where safety performance goals and targets are set and measured.
- Suppliers must be willing to share their safety performance and/or safety certifications with Chemours upon request.
- Suppliers will provide Chemours with products and services that meet all applicable safety standards and promote the safe use and disposal of their products.
- Suppliers should provide Safety Data Sheets containing all necessary product safety information for all hazardous substances.
- Suppliers will maintain acceptable quality standards, integrate quality practices necessary to ensure the delivery of a product which meets or exceeds the contract requirements, and be willing to share external quality certifications with Chemours.
- Suppliers will immediately report to Chemours any concerns about product or process safety.
- Suppliers will protect their employees and the general public against hazards inherent in their processes and products and during the manufacturing and transportation of their products.



Labor, Safety, and Quality Practices

“We are committed to building a workforce and partnering with suppliers that celebrate a broad range of viewpoints, backgrounds, and experiences.”



Ron Charles

Senior Vice President, People

Inclusion and Diversity

Chemours believes in the power of inclusion and diversity to produce the best thinking, solutions, and innovations needed to remain competitive and has set ambitious goals to grow the diversity of our workforce. We also recognize the value of leveraging a diverse supplier base—one that represents the global communities we serve—to source the goods and services needed for our operations. Diverse thinking and problem solving is good for business, and we strongly encourage our suppliers to work with small businesses, as well as those owned by minorities, women, and other under-represented groups.

Guidance for Suppliers

- Suppliers should be committed to creating an inclusive and diverse workplace and to supporting diverse-owned businesses including, but not limited to, minority and women owned businesses, veteran-owned businesses, and LGBTQ+ owned businesses.
- Suppliers must comply with all applicable employment non-discrimination laws and require their business partners to adhere to non-discrimination laws.
- Suppliers shall ensure non-discrimination in employment, occupation, and personnel practices. These characteristics commonly include but are not limited to: race, color, sex, religion, political opinion, national extraction, social origin, age, disability, HIV/AIDS status, trade union membership, gender expression, and sexual orientation.
- Suppliers should make reasonable accommodations for all employees' religious observances and practices.
- Suppliers should ensure that all employees are treated equally and with respect. No worker should experience physical, sexual, psychological, or verbal harassment.



Environmental Practices

Chemours understands that our customers—and their customers—are facing a world that demands essential products be produced at a lower cost to the environment. That is why Chemours focuses on responsible chemistry, and we are asking our suppliers to partner with us. We must work closely with our customers and suppliers as we develop new, responsible solutions that address global challenges.

Chemours is committed to the principles of Responsible Care® 14001

(RC14001®), which combines the chemical sector Responsible Care® Management System and ISO 14001 into one technical standard. These principles focus on improving the environmental, health, safety, and security performance of facilities, processes and products throughout their life cycles. Suppliers are expected to embrace RC14001® or develop similar programs to support their own operations.

Guidance for Suppliers

- Suppliers must comply with all applicable environmental regulations, mandates, and laws in their countries of operation. Additionally, suppliers must ensure that all necessary environmental certifications, permits, and registrations are kept up to date.
- Training should be provided to all relevant parties in order to ensure knowledge of and compliance with all necessary environmental policies.
- Suppliers should promote the environmentally sound development, manufacture, transport, use, and disposal of their products and technologies in a way that minimizes impact on biodiversity, climate change, and water scarcity.
- Suppliers should consider the use of renewable resources in their supply chains and operations.
- Suppliers should use resources efficiently, minimize scarcity, apply energy-efficient, environmentally friendly technologies, and reduce waste, as well as emissions to air, water, and soil.
- Suppliers are expected to measure their environmental performance, set targets to reduce their impact, transparently report their progress, and be willing to share their progress, as well as copies of their environmental management system certifications with Chemours upon request.



Final Word to Our Suppliers



On September 13th, 2018, The Chemours Company announced its Corporate Responsibility Commitment (CRC) expressed through the 10 ambitious goals we strive to achieve by 2030. Through our Corporate Responsibility Commitment, we aspire to differentiate our organization and demonstrate to our stakeholders that Chemours is truly a different kind of chemistry company dedicated to meeting the changing demands of customers, communities, investors, employees, and stakeholders around the world.

Our Procurement organization is committed to building a sustainable supplier base that serves the interests of all these Chemours stakeholders, as well as our commitment to responsible environmental stewardship and zero tolerance for discrimination of any sort, fraud or unethical behavior, unsafe working conditions, and all human rights violations. This commitment underpins the expectation stated in this supplier code of conduct.

Our supplier code of conduct serves as a clear message of this expectation for all our suppliers, and Chemours reserves the right, as part of our supplier lifecycle management process, to evaluate supplier performance against this expectation including assessing and auditing supplier operations.

Chemours is committed to making chemistry as responsible as it is essential. We believe that together, we can make changes that are not only good for business but good for people and the planet.

We thank you in advance for your partnership and commitment to the Chemours Supplier Code of Conduct.

Best regards,

A handwritten signature in black ink that reads "Gladys Gabriel".

Gladys Gabriel

VP, Chief Procurement Officer
The Chemours Company



How to consider an ethical issue

When facing an ethical dilemma, we suggest you ask the following questions:

- Is it the right thing to do?
- Is it legal?
- Is it consistent with the letter and the spirit of the Chemours Supplier Code of Conduct?
- Would I feel good if my action appeared in the news or online?

If you have any doubt about the answers to any of these questions, stop and seek guidance from your Chemours Procurement contact, the [Chemours Ethics Hotline](#), or email ProcurementCOE@Chemours.com.

Ethics Hotline Pocket Card

U.S. & Canada call:
1-844-499-4607

For countries outside the U.S.
or to **make your inquiry online**,
click above or scan the barcode.

