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OLIN'S COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

To All Olin Employees:

Olin Corporation is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, creed, religion, age, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

Olin Corporation is committed to providing equal employment opportunities to all employees and job applicants. As Chairman, President and Chief Executive Officer, I reaffirm both the commitment of the company and my personal commitment to fair employment practices. I believe that we draw strength and competitive advantages from a diverse workforce. This means everyone must be afforded equal opportunities to learn, excel, and make meaningful contributions to Olin and our customers. Our commitment to lifting all Olin people is embedded within our business strategies and every Olin leader is responsible for supporting and championing our lifting people foundation.

Fundamentally, equal opportunity means that every employment-related decision and action must be based on qualifications, performance, potential, or other legitimate business-related factors. This applies to every phase of the employment process -- from hiring and training to compensation, promotion, and disciplinary action.

Valerie Peters, Vice President, Human Resources, has the overall responsibility for monitoring fair employment practices within Olin. In addition, all members of management and those who supervise others are required to comply with equal opportunity principles and guidelines. This commitment to equal employment opportunities, however, cannot rest with management alone. Each of us has a responsibility to help maintain an environment in which everyone is treated fairly and with respect.

As we continue to grow Olin's businesses and exercise Olin's Winning Model to extract the value for the products we make, we will continue to work to provide every employee with equal opportunities to be personally and professionally fulfilled and make a difference, thereby helping to elevate Olin to its greatest success.

A handwritten signature in black ink, appearing to read 'Scott Sutton'.

Scott Sutton
Chairman, President & CEO