



January 2025

To All Olin Employees:

Harassment is degrading. It destroys our dignity as human beings and interferes with our ability to work together as a team. Olin's commitment to our core values, which include Lifting Olin People, inform the expectations for how all Olin employees must be treated.

We will not tolerate harassment of our employees. This includes harassment of *any* kind, such as inappropriate or insulting comments about a person's race or ethnicity, gender, gender identity and expression, religion or creed, disability, age, sexual orientation, marital/domestic partner status, medical condition, genetic information, military and veteran status or other protected characteristics. Any employee who engages in harassing behavior will face potential termination of employment. It's that simple.

Many laws and regulations are subject to interpretation, and the rules governing harassment are no exception. Keep in mind that along with the employment penalties for those engaging in harassment, substantiated cases of harassment can in some cases lead to fines or penalties for Olin. What one person believes to be just a harmless joke could be considered deeply offensive to someone else, which is why it is especially important to speak up when someone's behavior is disturbing or offensive to you. You may ask the person to stop the inappropriate behavior. In some cases, this action alone may be enough to put an end to the offensive conduct. If the behavior continues, you should contact your supervisor, human resource department, legal department, or local ethics officer immediately.

If these resources do not resolve the issue or if you are uncomfortable talking to anyone at your location about your concern, I urge you to contact Olin's confidential, 24-hour Help-Line at 800-362-8348. International callers may call the USA collect at 1-770-810-1127. A list of internationally accessible toll-free phone numbers is available at www.olinhelp.com; non-English access is available. You can also make a confidential Help-Line report from any computer in the world through our secure website, which is available at www.olinhelp.com.

Olin is committed to maintaining a workplace in which everyone is treated with dignity. By respecting each other, we ensure a work environment that promotes connection and collaboration and that is welcoming and inclusive for all.

A handwritten signature in blue ink, appearing to read "Ken Lane", is positioned above the printed name.

Ken Lane
President & CEO