



## OLIN HUMAN RIGHTS POLICY

Olin's [Core Values](#) are the foundation of our organization. Inherent in these values is our commitment to responsible corporate citizenship and the respect for and advancement of human rights across the globe.

The Olin Human Rights Policy is informed by the UN Guiding Principles on Business and Human Rights and the human rights principles encompassed in the Universal Declaration of Human Rights, the International Bill of Human Rights, and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. This Policy applies to our operations worldwide, including our suppliers and other business partners, as outlined in our Business Partner Code of Conduct.

### **Every Employee. Everywhere.**

The Olin Human Rights Policy is endorsed by Olin's Board of Directors and Chief Executive Officer. Every Olin employee worldwide is empowered with the responsibility to ensure that our actions and intentions uphold our values. Within our annual Code of Conduct training, Olin employees reaffirm their commitment to our policies.

### **Freedom Of Association and Collective Bargaining**

We respect our employees' right to form, join, or refrain from joining a labor union without fear of reprisal, intimidation, or harassment. We commit to engaging in constructive dialogue and bargaining in good faith with the freely chosen representatives of labor unions at our sites.

### **Zero Tolerance of Any Form of Forced Labor, Child Labor, or Trafficking**

We will not knowingly conduct business with any organization involved in forced labor or human trafficking. Olin does not allow child labor, in accordance with the International Labor Organization (ILO) Convention No. 138 on Minimum Age (15 years), with no hazardous work for people under the age of 18. Our Business Partner Code of Conduct outlines our expectations and requirements to ensure all organizations with whom we do business also adhere to a zero-tolerance policy.

### **Fair Compensation**

Olin is dedicated to ensuring that all employees receive a living wage, and we expect our business partners to uphold the same standard. We consistently meet or surpass local minimum wage requirements in every location where we operate, and we offer fair compensation for overtime work.

## **A Welcoming Workplace**

We are committed to creating a culture where the diverse perspectives & ideas of all employees are heard and valued. We foster respectful dialogue, bringing people together and building trust.

We strive to create an environment where all employees are empowered and encouraged to bring their true, authentic selves to work every day. We foster a workplace where employees are treated with dignity, fairness, and respect. Every employee, at every level of the company, has the right to work in an atmosphere that is free of discriminatory practices and harassment. To further support this commitment, all employees who ask questions, seek advice, or raise concerns about potential violations of our Code, policies, or procedures are protected by Olin's Policy Prohibiting Harassment, Discrimination, Bullying, and Retaliation.

## **Safe and Healthy Working Environment**

Olin is strongly committed to excellence in protecting the environment, health, safety, and security of our employees and those who live and work around our plants. Olin operations worldwide strive to comply with all local requirements and implement other standards as required to protect the environment, health, safety, and security of our operations.

Our safety, health, and environmental goals are designed to sustain our drive to zero incidents—relentlessly and responsibly. We constantly emphasize the importance of monitoring the safety, security, and environmental impact of our plants. Through our day-to-day vigilance, Olin strives to be recognized as one of the industry's best performers.

Our leadership visibly performs and guides the organization to conduct business in a manner that protects and increasingly benefits our employees, business partners, the communities in which we live and the world around us. All employees are accountable for embodying responsible citizenship through active engagement in the Olin EHS&S process.

## **Relentless Commitment to Corporate Citizenship**

Our commitments to responsible corporate citizenship run deep. Learn more about our Code of Conduct, EH&S Global Policy, and much more at [www.Olin.com](http://www.Olin.com).