



TCC Environmental, Health, Safety & Security Policy Doc3

The Chemical Company (“TCC”) is committed to operating in a way that is protective of the environment, health, safety and security of the internal and external interested parties while maintaining full regulatory compliance with all applicable federal, state and local laws.

Fair Business Practices: TCC is committed to conducting business in an ethical manner. We scrupulously comply with antitrust laws. We maintain a zero-tolerance policy towards bribery and corruption through unwarranted advantages, directly or indirectly, in connection with business activities.

Diversity and Inclusion: TCC sets the expectation that all employees will act with honesty, integrity and respect regardless of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

Supplier Diversity & Sustainable Procurement: TCC holds its suppliers, vendors and business partners to the highest ethical and sustainability standards. TCC’s values are implemented by building mutually beneficial partnerships with suppliers who are principled and committed to creating value in society.

Labor and Human Rights: TCC actively supports universal human rights and unquestionably rejects all instances of forced and child labor. We maintain minimum age requirement to submit an employment application. Through our onboarding process we ensure that all our suppliers share these standards.

Health and Safety: TCC maintains an established set of guidelines for acceptable behaviors that protect the interests and safety of all employees. TCC provides comprehensive healthcare coverage to all employees and their families, ensuring access to essential medical services.

Commitment to Environmental Excellence: TCC conducts operations in a way that is protective of the environment. TCC maintains a Sustainability Program that serves as a framework to prevent pollution, encourage conservation and reduction of environmental impact through sustainable sourcing and energy efficient technologies.

Authorized by: Robert N. Roach III, President of The Chemical Company

Date: _____