



Chemours™

2018 GRI Content Index

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2018 GRI Content Index

A Message from Our CEO

Chemours friends, stakeholders, and associates, it is with much pleasure that I share with you this, our second, Corporate Responsibility Commitment (CRC) report. As you peruse it, I think you'll find we've made good progress since we announced our 10 CRC goals in 2018.

This much is clear: The demands of our world and its burgeoning population are not going away. With every passing year they become more pressing, more urgent, and it's up to all of us to face those expectations head-on. No other response will do.

At Chemours, we're proud of the part we play in responsibly producing ingredients and products that power indispensable technologies like the mobile telephones in our hands and pockets every day—the new essentials of life. We've challenged ourselves to meet these needs with a good steward's eye to our shared planet, our inspired workforce, and our evolving portfolio of businesses. In setting our bold 10x2030 goals, we listened to what our partners, customers, employees, investors, and other stakeholders had to say and incorporated their feedback. Moreover, we aligned our targets with the United Nations Sustainable Development Goals (UN SDGs), and as a participant company, we're renewing our commitment to the 10 principles of the United Nations Global Compact (UNGC) and promoting sustainable development the world over.

Watching this ambitious program take root in Chemours has been a highlight of the past year. Our low global warming potential refrigerant Opteon™ is in the vanguard of a growing suite of products that will enable us to reach our aim of having 50% of our revenue come from offerings that make a discernible contribution to those UN SDGs, particularly clean energy, responsible consumption and production, and climate action—but more on that in this report.

Measuring and reporting on our progress is central to demonstrating our commitment to responsible chemistry, and we have enhanced our protocols to conform to the standards set forth in the Global Reporting Initiative (GRI) Sustainability Reporting Standards. To read more on our progress outside of this GRI Content Index, I invite you to take a look at our [CRC Report](#).

All in all, we've made a solid start on our ambitious corporate responsibility commitments, and it looks like we're on target to achieve them by 2030. But you must judge for yourself. This report outlines our actions to date, as well as the baselines against which we are measuring our progress.

Our employees around the world thrive on challenge and change. We're nimble, decisive, and focused on the future—yet one more reason we think of ourselves as a new kind of chemistry company for a world that demands more.

Kind regards,



Mark Vergnano
President and CEO



UN Global Compact Communication on Progress

On October 8, 2018, Chemours became a participant to the United Nations Global Compact (UNGC). As a UNGC participant, we commit to annually report on our progress toward implementing the UN Global Compact's 10 Principles covering human rights, child and forced labor, the environment, and anti-corruption.

This Content Index, along with the 2018 Corporate Responsibility Commitment report, serve as our annual UNGC Communication on Progress (COP), describing our actions to integrate the UNGC and its principles into our business strategy, culture, and daily operations.

Our Code of Conduct, human resources policies, environmental, health, safety, and corporate responsibility policy, and our responsible procurement program are the foundations on which Chemours applies the standards of the UNGC. Read more about our policies in [section 102-16](#) and implementation strategy for each of the UNGC Principles in the sections referenced on page 4.

	<p>This is our Communication on Progress in implementing the principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
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Learn more about our
Corporate Responsibility
Commitment from
CEO Mark Vergnano
on our website >

UNGC COP

Principle	Principle description	Content index links	
1	Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> Organizational profile Reporting practices Corporate culture 	<ul style="list-style-type: none"> Product sustainability Safety Sustainable sourcing
2	Businesses should make sure they are not complicit in human rights abuses	<ul style="list-style-type: none"> Organizational profile Ethics and integrity 	<ul style="list-style-type: none"> Reporting practices Sustainable sourcing
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> Organizational profile Ethics and integrity Stakeholder engagement 	<ul style="list-style-type: none"> Reporting practices Corporate culture Sustainable sourcing
4	Businesses should uphold the elimination of all forms of forced and compulsory labor	<ul style="list-style-type: none"> Organizational profile Ethics and integrity 	<ul style="list-style-type: none"> Reporting practices Sustainable sourcing
5	Businesses should uphold the effective abolition of child labor	<ul style="list-style-type: none"> Organizational profile Ethics and integrity 	<ul style="list-style-type: none"> Reporting practices Sustainable sourcing
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> Organizational profile Ethics and integrity Reporting practices 	<ul style="list-style-type: none"> Corporate culture Sustainable sourcing
7	Businesses should support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> Organizational profile Reporting practices Climate change mitigation and adaptation Product sustainability 	<ul style="list-style-type: none"> Sustainable sourcing Waste management Water stewardship
8	Businesses should undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> Organizational profile Ethics and integrity Reporting practices Climate change mitigation and adaptation 	<ul style="list-style-type: none"> Product sustainability Sustainable sourcing Waste management Water stewardship
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> Organizational profile Ethics and integrity Reporting practices Climate change mitigation and adaptation 	<ul style="list-style-type: none"> Sustainable sourcing Waste management Water stewardship
10	Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"> Organizational profile Ethics and integrity Governance 	<ul style="list-style-type: none"> Reporting practices Sustainable sourcing

General Standard Disclosures

Organizational Profile

102-1 Name of the organization

The Chemours Company

102-2 Activities, brands, products, and services

The Chemours Company is a leading, global provider of performance chemicals that are key inputs in end products and processes in a variety of industries. We deliver customized solutions with a wide range of industrial and specialty chemicals products for markets, including plastics and coatings, refrigeration and air conditioning, general industrial, electronics, mining, and oil refining.

We manage and report our operating results through three reportable segments: Fluoroproducts, Chemical Solutions, and Titanium Technologies. The Fluoroproducts segment is a leading, global provider of fluoroproducts, including refrigerants and industrial fluoropolymer resins. Segment brands include Krytox™, Nafion™, Opteon™, Freon™, Teflon™, and Viton™.

The Chemical Solutions segment is a leading, North American provider of industrial chemicals used in gold production, industrial, and consumer applications. Segment brands include Vazo™, Glypure™, and Glyclean™.

The Titanium Technologies segment is a leading, global provider of TiO₂ pigment, a premium white pigment used to deliver whiteness, brightness, opacity, and protection in a variety of applications. Segment brands include Ti-Pure™ and BaiMax™.

Read more about our business segments, brands, products, and services on pages 4-9 of our [2018 Annual Report on Form 10-K](#).

Chemours is not aware of any brands, products, or services banned in any markets in which they operate. Management and information technology systems are in place to monitor and ensure compliance with global trade and regulatory requirements.

102-3 Location of headquarters

1007 Market Street
Wilmington, Delaware, USA 19801

102-4 Location of operations

Chemours maintains a global network of manufacturing facilities, technical centers, and major office locations (defined as 20 or more employees) located in the US, Canada, Mexico, Brazil, the Netherlands, Belgium, China, Taiwan, Japan, Switzerland, Spain, Singapore, Hong Kong, India, and France.

Read more about our global locations on page 26 of our [2018 Annual Report on Form 10-K](#).

102-5 Ownership and legal form

Chemours is publicly traded on the New York Stock Exchange ("NYSE") under the symbol, "CC".

102-6 Markets served

Chemours serves approximately 3,700 customers in over 120 countries across a variety of markets within the performance chemicals sector, including plastics and coatings, refrigeration and air conditioning, general industrial, electronics, mining, and oil refining.

Read more about our markets and segments on pages 4-9 of our [2018 Annual Report on Form 10-K](#).

102-7 Scale of the organization

As of December 31, 2018, Chemours employs 7,079 people around the world and maintains a global network of 28 production facilities (including joint venture operations) located in nine countries: US, Mexico, Brazil, Belgium, France, Netherlands, China, Taiwan, and Japan.

We have 10 technical centers and R&D facilities located in six countries (US, Mexico, Belgium, Switzerland, China, and Japan) to serve our customers and provide technical support.

Our net revenue in 2018 was \$6,638 dollars in millions with total assets at \$7,362 in millions. Please see our [2018 Annual Report on Form 10-K](#) Note 5, page F-22 for our revenue breakdowns.

Read more about where we operate on page 26 of our [2018 Annual Report on Form 10-K](#).

102-8 Information on employees and other workers

Total number of employees by region as of December 31, 2018:

	Asia Pacific	EMEA	Latin America*	North America	Total
Total employees	843	890	657	4,689	7,079
Employee status					
Full time	839	836	657	4,671	7,003
Part time	4	54	0	18	76
Employee gender					
Men	568	698	478	3,694	5,438
Women	246	192	149	995	1,582
Undeclared	29	0	30	0	59

*Includes Mexico

The workforce data are gathered through a centralized database containing all employee information. The employee data are updated by human resources and managers when employee information changes occur. The data represent the global employee population as of December 31, 2018, and include all permanent, full-time, and part-time employees. Temporary employees, interns, contractors, and manual additions are excluded unless otherwise stated.

Contract and contingent/temporary workers are part of our workforce make-up; however, the total number of workers is variable throughout the year due to business needs and seasonal plant activities.

102-9 Supply chain

We serve a wide range of industrial and end-user applications through our business segments. We maintain relationships with more than 13,000 suppliers across 130 countries. Primary raw materials used in our products include:

- Fluoroproducts – Fluorspar, chlorinated organics, chlorinated inorganics, hydrofluoric acid, and vinylidene fluoride
- Chemical Solutions – Ammonia, methanol, natural gas, hydrogen, and caustic soda
- Titanium Technologies – Titanium-bearing ores, chlorine, calcined petroleum coke, and energy

Read more about the supply chain for each of our business segments on pages 4-9 of our [2018 Annual Report on Form 10-K](#).

102-10 Significant changes to the organization and its supply chain

In April 2018, Chemours, through its wholly-owned subsidiary, The Chemours Company FC, LLC, entered into a stock purchase agreement to acquire all of the outstanding stock of ICOR International, Inc., a closely-held private company that produces, sells, and distributes replacement refrigerant gases for use in commercial, industrial, and automotive refrigerant applications.

On July 1, 2018, Chemours assumed operational control of the finishes contract manufacturing operations unit at the DuPont Parlin manufacturing site. Chemours is a tenant at the DuPont-owned manufacturing site in New Jersey.

On September 20, 2018, Chemours ceased manufacturing operations at our Maitland, Canada, manufacturing site and initiated decommissioning activities.

During the fourth quarter of 2018, we reached mechanical completion of our new Opteon™ refrigerants facility in Corpus Christi, Texas. This facility will enable us to triple the global capacity of Opteon™ over the next few years to meet increasing market demands for environmentally sustainable refrigerants and blends. Supply chain updates support production start-up at this new facility.

102-11 Precautionary principle or approach

Our **Environmental Health, Safety, and Corporate Responsibility (EHS & CR) Policy** describes the elements of our approach to protect the environment and human health through our commitment to apply the Responsible Care® Guiding Principles globally. We seek to apply processes or practices with less environmental impact, and through our product sustainability practices, manage potential risks or impacts from our products throughout their entire life cycle, from the design stage to the end-of-life.

102-12 External initiatives

As a part of the company's efforts to remain a sustainable and ethically operating company, we support the **Responsible Care®** Global Charter and Guiding Principles, the United Nations Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) International Labour Standards.

On October 8, 2018, Chemours also became a participant to the **United Nations Global Compact (UNGC)**. We are committed to making the UNGC and its principles part of the strategy, culture, and day-to-day operations of Chemours, and to engaging in collaborative projects that advance the United Nations Sustainable Development Goals (SDGs). The 17 SDGs are part of the UN **2030 Agenda for Sustainable Development**, and are an urgent call for action by all countries—developed and developing—in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth—all while tackling climate change and working to preserve our oceans and forests. We believe that companies have a key role to play in achieving the SDGs and we have mapped SDG-related opportunities and responsibilities to our Responsible Growth strategy. Based on this mapping, we believe that we contribute, either directly or indirectly, to most of the SDGs. Of these, we focus on the SDGs and respective targets that most closely align with our responsible growth strategy and strategic ambitions—SDGs 6, 12, and 13.



Targets 6.3 and 6.4*



Targets 12.2, 12.3, 12.4, 12.5, and 12.6*



Targets 13.2 and 13.3*

The highlighted targets demonstrate the linkage between our contributions and commitments and the SDGs. The full text of the SDG targets may be found online at <https://sustainabledevelopment.un.org/sdgs>.

In addition, we believe that we can contribute to the other 14 SDGs and have identified the targets within each goal most closely connected to our activities. We show here examples of how we contribute to these 14 goals and our overall level of impact. Examples describing our connections to the goals can be found throughout our **2018 Corporate Responsibility Commitment (CRC) report**.

<p>1 NO POVERTY</p> 	<p>Target 1.2* Many of our facilities are in rural areas, where we can provide employment opportunities and economic benefits that help to improve the standard of living.</p> <p>Impact Level: Minor</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Targets 9.4 and 9.c* Innovation enables us to make a positive contribution to society. Our fluoropolymer products enable 5G information technology and contribute towards global connectivity as well as protect and improve infrastructure.</p> <p>Impact Level: Moderate</p>
<p>2 ZERO HUNGER</p> 	<p>Target 2.1* Our products contribute to food security by helping to minimize food waste through enabling refrigerated transportation and storage systems and packaging applications that protect food nutrients and extend shelf life.</p> <p>Impact Level: Moderate</p>	<p>10 REDUCED INEQUALITIES</p> 	<p>Target 10.2* We are an equal opportunity employer, as detailed in our Code of Conduct and Inclusive Environment and Nondiscrimination Policy, and we expect the same from our value chain partners.</p> <p>Impact Level: Minor</p>
<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>Targets 3.1, 3.2, 3.4, 3.5, 3.7, and 3.8* We provide health benefits and wellness programs for all our employees and their families to improve overall well-being and minimize preventable illnesses. Our products help save lives and provide healthier environments for work and play.</p> <p>Impact Level: Moderate</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>Targets 11.1, 11.2, and 11.7* Through our products, we contribute to safer and more sustainable buildings and transportation. We support philanthropic initiatives in local communities.</p> <p>Impact Level: Minor</p>
<p>4 QUALITY EDUCATION</p> 	<p>Targets 4.1, 4.3, and 4.4* We invest in Science, Technology, Engineering, and Math (STEM) education and technical skills development in our local communities.</p> <p>Impact Level: Minor</p>	<p>14 LIFE BELOW WATER</p> 	<p>Target 14.1* Through our effort to reduce emissions from our facilities, we will reduce our impact on marine ecosystems near our coastal manufacturing locations.</p> <p>Impact Level: Minor</p>
<p>5 GENDER EQUALITY</p> 	<p>Targets 5.1 and 5.5* We are committed to filling 50% of all positions globally with women to achieve better gender diversity in our company leadership, employee population, and talent pipeline. Through programs such as our employee resource groups and employee mentoring, we foster female participation.</p> <p>Impact Level: Minor</p>	<p>15 LIFE ON LAND</p> 	<p>Targets 15.1, 15.3, 15.5, and 15.8* We are reducing our impact on land by reducing our landfill use intensity. We monitor areas of high biodiversity near our sites, take measures to preserve endangered species and restore habitats with native plant species, and invest in environmental stewardship projects in our local communities.</p> <p>Impact Level: Moderate</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Targets 7.2 and 7.3* We work to continuously improve the operating efficiency of our facilities and develop new technologies and products that use less energy or store more renewable energy.</p> <p>Impact Level: Moderate</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>Targets 16.5, 16.6, and 16.7* Our Code of Conduct details our approach to ethics, business, and good corporate governance.</p> <p>Impact Level: Minor</p>
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Targets 8.4, 8.5, 8.7, and 8.8* Our values, policies, and standards promote inclusivity, contribute towards protecting human rights, and create a safe workplace for our employees and on-site contractors. As we grow our operations, we strive to ultimately decouple economic growth from resource consumption.</p> <p>Impact Level: Minor</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>Targets 17.16 and 17.17* Partnerships are crucial to achieve the other 16 SDGs. Our partnerships enable and support our advocacy on key societal topics.</p> <p>Impact Level: Minor</p>

*The key targets demonstrate how our contributions and commitments link to the SDGs. The full text of the SDG targets can be found at <https://sustainabledevelopment.un.org/sdgs> by clicking each of the SDG icons.

As a global industry leader committed to advancing science and responsible operations, we openly collaborate with customers, academia, suppliers, communities, and governments.

We actively work with industry associations and nongovernmental organizations (NGOs), including the following, by maintaining board or other leadership positions or strategic partnerships.

- Air-Conditioning, Heating, and Refrigeration Institute
- Alliance for Responsible Atmospheric Policy
- American Chemistry Council
- American Institute of Chemical Engineers
- American Coatings Association
- American Society of Heating, Refrigerating, and Air-Conditioning Engineers
- Association of the Dutch Chemical Industry
- Brazilian Chemical Industry Association (ABIQUIM)
- Campbell Institute
- China Petroleum and Chemical Industry Federation
- European Chemical Industry Council (Cefic)
- International Cyanide Management Institute
- International Standards Organization
- Japan Chemical Industry Association
- Mexican Chemical Producers Association
- National Safety Council
- Plastics Industry Association
- Taiwan Responsible Care Association
- Wildlife Habitat Council
- World Environment Center

In addition to the above organizations, we are also active members in the local Chambers of Commerce organizations in the communities where we operate.

Strategy

Please read a statement from our president and CEO in our [2018 Corporate Responsibility Commitment report](#).

Ethics and Integrity

Our culture is powered by a steadfast commitment to upholding our five core values:

- Customer Centered—Driving customer growth, and our own, by understanding our customers' needs and building long-lasting relationships
- Refreshing Simplicity—Cutting complexity by investing in what matters and getting results faster
- Collective Entrepreneurship—Empowering our employees to act like they own our business, while embracing the power of inclusion and teamwork
- Safety Obsession—Living our steadfast belief that a safe workplace is a profitable workplace
- Unshakable Integrity—Doing what's right for our customers, colleagues, and communities—always

These values create the chemistry of Chemours and are outlined in the Chemours [Code of Conduct](#). The code applies to our employees, officers, and directors—and forms the foundation for the ethical behaviors that guide everything we do. Our code also serves as a resource to our customers, suppliers, and other stakeholders to understand how we create a colorful, capable, and cleaner world through the power of chemistry.

The Chemours Code of Conduct is available in 11 different languages to enable our employees, agents, and third-party representatives around the world to fully understand our guiding principles. The code was last revised in September 2019 and is regularly reviewed by the board of directors. All employees are trained annually on the Code of Conduct.

In addition to the Code of Conduct, the following, regularly reviewed policy statements, help us maintain ethical business practices:

- [Environment, Health, Safety, and Corporate Responsibility Policy](#)
- [Chemours Statement on Human Rights](#)
- [Chemours Statement of Principles on Child Labor, Forced Labor, and Modern Slavery](#)
- [Inclusive Environment and Nondiscrimination Policy](#)
- [Supplier Code of Conduct](#) and
- [Conflict Minerals Statement](#)

Read more about our Corporate Responsibility Commitment (CRC) guiding principles in the [2018 CRC report](#).

102-17

Mechanisms for advice and concerns about ethics

At Chemours, we strongly encourage employees to listen and speak up to protect our culture of unshakable integrity. We provide both online and live training on specific risks to employees based on their roles and responsibilities within the company. We identified specific compliance risks, including anti-corruption, and engage in regular risk assessments to continuously improve and evolve our compliance initiatives to effectively address those risks. Moreover, we identify high-risk operations and ensure procedures and controls are in place to mitigate risk, particularly bribery and corruption.

Our comprehensive ethics and compliance communication program reinforces our speak up messaging through multiple platforms, including frequent online videos and written messages, as well as in-person presentations by business leaders, ethics champions, and other key professionals throughout the company.

The multi-lingual [Chemours Ethics Hotline](#) is available by phone or online 24 hours a day, seven days a week. The hotline provides a secure and confidential mechanism for employees, contractors, agents, distributors, business partners, and community members to raise concerns. Employees may also reach out to a compliance officer or an ethics champion to ask a question or raise a concern.

The Chemours Code of Conduct strictly prohibits any form of retaliation for reporting a workplace or ethical concern, and this is also frequently communicated as part of the speak up messaging. Additionally, when reporting concerns, individuals can choose to remain anonymous where the law permits. Chemours has a robust investigation process conducted by trained personnel to determine whether an allegation is substantiated and ensure consistent disciplinary response to confirmed violations. We conduct root cause analyses of all confirmed instances of ethical misconduct in order to understand underlying causes and prevent reoccurrence. Please read more about our ethical practices on page 12 of our [Code of Conduct](#).

Our Chemours Compliance Committee—comprised of the three business presidents, the chief compliance officer (CCO), and executives in human resources, legal, and finance—meets every quarter to evaluate risks, monitor trends, and assess the effectiveness of our ethics and compliance programming. The CCO meets with and reports to the audit committee of the board quarterly on the company's ethics and compliance initiatives and related metrics.

A risk-based, comprehensive anti-corruption compliance program is an important component of the Chemours ethics and compliance program. We have specific policies, procedures, and controls to guard against corruption, including our Gift and Entertainment Policy, our Anti-Corruption Policy, and a risk-based third-party due diligence process. Select employees receive electronic and targeted, live training about anti-corruption, based on their areas of responsibility. Our Anti-Corruption Policy clearly states that we do not engage in bribery under any circumstances, and Chemours assures employees will not suffer negative consequences for refusing to pay a bribe. We provide all new nonoperations employees mandatory anti-bribery training.

Read more about our risk governance processes in [section 102-30](#) and on pages 11 and 12 our [2019 Proxy Statement](#).

Governance

102-18 Governance structure

The Chemours Company board of directors (the “board”) has an active responsibility for broad corporate policy and overall performance of the company through oversight of management. The board is comprised of three committees:

- Audit committee
- Compensation committee
- Nominating and governance committee

Daily management of the company is led by the president and CEO and members of the Chemours executive team (CET). Together they are responsible for driving our culture of operational excellence; embedding economic, social, and environmental opportunities into our business strategy; business plans and budgets; M&A decisions; and achieving our Corporate Responsibility Commitment goals. Members of the CET report to the board on our Corporate Responsibility Commitments, and the board, in overseeing the CET, will make recommendations to ensure our ongoing commitment to sustainable growth.

Please read more about our governance structure on our [investor relations website](#) and in our [2019 Proxy Statement](#). Read more about our corporate responsibility governance in [section 102-19](#).

102-19 Delegating authority

The board delegates authority for day-to-day management of economic, environmental, and social topics to the Chemours executive team (CET). A member of the CET is appointed as the corporate responsibility executive sponsor, and oversees the actions of the corporate responsibility leadership team (CRLT), led by the vice president of environmental, health, safety, and corporate responsibility. The CRLT—a cross-functional team composed of senior leaders from our three business segments and major corporate functions—serves as Chemours’ management governance body for our Corporate Responsibility Commitment (CRC) program. The CRLT works in conjunction with the CET to:

- Develop our CRC strategy, standards, and goals
- Manage economic, social, and environmental risks and opportunities, including human rights, anti-corruption, climate change, and resource management
- Drive the implementation of our CRC program
- Ensure continued progress is made towards achieving CRC goals
- Track and report our progress to the board, Chemours employees, and external stakeholders

102-20 Executive-level responsibility for economic, environmental, and social topics

The president and CEO appoints a member of the Chemours executive team (CET) as the corporate responsibility executive sponsor. The corporate responsibility executive sponsor reports to the board regarding corporate responsibility strategies, priorities, goals, and performance.

102-21 Consulting stakeholders on economic, environmental, and social topics

Shareholders and others interested in communicating directly with the board, Chair or other outside director may do so by writing in care of the corporate secretary at:

The Chemours Company
1007 Market Street
Wilmington, DE 19801
Attention: Corporate Secretary

The board’s independent directors have approved procedures for handling such correspondence received by the company and addressed to the board.

102-22 **Composition of the highest governance body and its committees**

We publish the governance structure for Chemours, including the committees of our board of directors, committee charters, and committee membership, on our [investor relations website](#) and on pages 3-9 of our [2019 Proxy Statement](#).

102-23 **Chair of the highest governance body**

The Chemours board of directors is led by its independent Chairman, Mr. Richard H. Brown. In addition, all other members of our board of directors (except for our president and CEO) are independent and have no material relationships with the company other than as a Chemours director.

102-24 **Nominating and selecting the highest governance body**

The nominating and corporate governance committee of the board nominates directors based on their independence, as well as their experience and expertise in a variety of areas, including environmental, health, safety, and sustainability. In evaluating each candidate, the committee considers factors such as integrity and character; sound, independent judgment; breadth of experience, insight and knowledge; business acumen; significant professional accomplishment; and individual qualities and attributes, including diversity in experience, gender, and ethnicity.

Director nominations are presented to our shareholders as part of our annual shareholder meeting process.

Additional information may be found in our [2019 Proxy Statement](#) on pages 1-4 and on our [investor relations website](#).

102-25 **Conflicts of interest**

The Chemours board adopted a Code of Conduct and Ethics for the board of directors, a Code of Ethics for the CEO, CFO, and controller, and the Chemours Code of Conduct applicable to all Chemours directors and employees. These documents describe the processes and policies for avoiding or managing conflicts of interest and are available on our investor relations website [here](#).

Other public company board memberships, supplier/purchaser relationships, and related party disclosures are disclosed in the relevant [SEC filings](#) for Chemours including the [2019 Proxy Statement](#) and [Forms 10-K](#) and [10-Q](#), as appropriate.

102-26 **Role of highest governance body in setting purpose, values, and strategy**

The corporate responsibility leadership team (CRLT) works in conjunction with the Chemours executive team (CET) to:

- Develop our Corporate Responsibility Commitment (CRC) strategy, standards, and goals
- Manage economic, social, and environmental risks and opportunities, including human rights, anti-corruption, climate change, and resource management
- Drive the implementation of our CRC program
- Ensure continued progress is made towards achieving CRC goals
- Track and report our progress to the board, Chemours employees, and external stakeholders

The Chemours corporate responsibility executive sponsor and other members of the CET, report to the board regarding corporate responsibility strategies, priorities, goals, and performance. The board, in overseeing our progress, will make recommendations to ensure our ongoing commitment to responsible growth.

102-27 **Collective knowledge of highest governance body**

Our board of directors continually develops and enhances its knowledge of economic, environmental, and social impacts through activities such as:

- Reviewing economic, environmental, and social impacts at board meetings and board committee meetings as part of integrated discussions on company and business strategy, priorities, opportunities, and performance
- Receiving reports from our corporate responsibility executive sponsor and other Chemours Executive Team (CET) members regarding Corporate Responsibility Commitment (CRC) strategies, priorities, goals, performance, and impacts
- Overseeing efforts by Chemours management to develop, approve, and update our vision, strategies, policies, and goals related to economic, environmental, and social impacts
- Reviewing the contents of the Chemours CRC report each year and any internal assessments of CRC program maturity
- Overseeing enterprise risk management (ERM) efforts at Chemours, including ensuring that risks and opportunities associated with economic, environmental, and social impacts are assessed and managed

102-28 **Evaluating the highest governance body's performance**

The board's nominating and corporate governance committee oversees the annual self-evaluation process of the entire board of directors and its other committees, establishes the evaluation criteria, implements the evaluation process, and reports its findings on the process to the board of directors.

The board and each committee review results of the evaluations and take appropriate actions to address any areas of concern, including addressing opportunities to improve the integration of economic, environmental, and social topics into Chemours' governance and business processes.

While this is an internal self-assessment, members of each committee are independent directors.

102-29 **Identifying and managing economic, environmental, and social impacts**

Corporate-level identification and management of risk is systematically accomplished using an enterprise risk management (ERM) approach. This approach considers input on economic, social, and environmental topics from internal business and function leaders as well as external stakeholder input collected through the corporate responsibility issue prioritization process delineated in [102-46](#).

The board is responsible for overseeing the overall risk management process, and its leadership structure supports its effective oversight of the company's risk management. Committees of the board and the full board participate in oversight of the process. Responsibility for managing risk rests with the Chemours executive team (CET).

102-30 **Effectiveness of risk management process**

The board is responsible for oversight of risk management and its leadership structure supports effective oversight of the Chemours risk management. In fulfilling its oversight responsibility, the board receives various management and board committee reports and engages in periodic discussions with the company's officers, as it may deem appropriate. Specifically, the board audit committee ensures the quality and implementation of the Chemours risk management process for identifying risks during their annual review. After major risks are identified by the ERM process, they are reviewed with the Chemours executive team (CET) to ensure alignment and then communicated to the board. Responsibility for managing risk rests with the president and CEO and other executive officers of the company. For more information about our risk management process, please see pages 11 and 12 our [2019 Proxy Statement](#).

102-31 **Review of economic, environmental, and social topics**

Our board of directors receives regular updates on our economic, environmental, and social topics. Read more in [section 102-27](#).

102-32 **Highest governance body's role in sustainability reporting**

The Chemours annual Corporate Responsibility Commitment report is reviewed and approved by the president and CEO and Chemours executive team, and provided to the board for review.

102-33 **Communicating critical concerns**

Should a critical concern arise regarding corporate responsibility, the board of directors would receive a report via the Chemours executive team (CET), which communicates with all major corporate functions and is responsible for addressing and resolving such concerns.

Stakeholder Engagement

102-40 **List of stakeholder groups**

We regularly engage with a variety of stakeholders to shape our corporate responsibility program. Our key stakeholders include:

- Community members
- Current and prospective employees
- Customers
- Employees
- Government
- Industry Groups
- Investors and Analysts
- Nongovernment Organizations (NGO), Academia, and Think Tanks
- Society
- Suppliers

102-41 **Collective bargaining agreements**

Approximately 20% of Chemours global employees are represented by unions or works councils. Management believes that its relations with employees and labor organizations are good. There have been no strikes or work stoppages in any of our locations since we became an independent company in 2015.

102-42 **Identifying and selecting stakeholders**

We consider stakeholder engagement an essential aspect of corporate governance. Each of our businesses, functions, and locations is expected to effectively engage its stakeholders, whom we identify as those entities that can affect or be affected by our actions, objectives, and policies. Regular dialogue with our stakeholders is essential to conducting our business, as well as developing and implementing our corporate responsibility strategies.

102-43 **Approach to stakeholder engagement**

We actively engage with stakeholders—even those who may be critical of us—through formal and informal channels to better understand outside perspectives and priorities about our company, the industries and communities in which we operate, and emerging sustainability issues. This engagement is conducted on an ongoing basis for information sharing, participating in active dialogue, and collaborating on issues of mutual interest. Through open and direct communication, we work to develop trusted relationships with our stakeholders, and these conversations shape how we define and execute our corporate responsibility strategy, including risk management, issue prioritization, and new business opportunities.

Please see [section 102-46](#) for more information.

The following table provides an overview of how we establish and maintain productive relationships with our key stakeholder groups. Additional information on specific stakeholder engagement activities can be found throughout our [2018 Corporate Responsibility Commitment \(CRC\) report](#).

Stakeholder group	Typical engagement activities	Key topics of interest
Employees	<ul style="list-style-type: none"> ▪ Town hall meetings and informal question-and-answer sessions with leaders ▪ Regular employee communications from executives, business leaders, and site managers ▪ Daily intranet and Chemours News Network ▪ Social media ▪ Employee resource groups ▪ Global employee engagement surveys and initiatives ▪ Recognition events ▪ Wellness programs ▪ Training programs ▪ Ethics hotline 	<ul style="list-style-type: none"> ▪ Company's strategy ▪ Competitive pay and benefits ▪ Work/life balance ▪ Career and growth opportunities ▪ 2030 CRC goals and progress
Customers	<ul style="list-style-type: none"> ▪ Ongoing relationship building ▪ Account management interaction ▪ Industry gatherings ▪ Technical and application support ▪ Training sessions and workshops ▪ Broad distribution channels ▪ Contract development and renewals ▪ Customer service call centers ▪ Customer satisfaction surveys ▪ Quality management ▪ Advertising and marketing communications ▪ Social media 	<ul style="list-style-type: none"> ▪ Market trends ▪ New product development ▪ Payment terms ▪ Product and offering quality ▪ Technology needs ▪ Growth opportunities ▪ 2030 CRC goals and progress
Suppliers	<ul style="list-style-type: none"> ▪ One-on-one meetings ▪ Industry and trade group involvement ▪ Global Supplier Code of Conduct ▪ Supplier request for proposal ▪ Periodic business review meetings ▪ Contract development and renewals ▪ Supplier relationship mgmt. ▪ Supplier performance and corrective action discussions ▪ Supplier qualification/assessments ▪ Client capability alignment ▪ Supplier diversity outreach 	<ul style="list-style-type: none"> ▪ Sourcing ▪ Value chain insights ▪ Performance expectations ▪ Opportunities ▪ Supplier identification ▪ Rates/quotes ▪ Negotiation ▪ Corrective actions ▪ Risk management ▪ Quality ▪ Corporate responsibility ▪ Market intelligence ▪ Innovation ▪ Invoicing and payment terms

Stakeholder group	Typical engagement activities	Key topics of interest
Investors and Analysts	<ul style="list-style-type: none"> ▪ Quarterly earnings announcements, conference calls, and presentation materials ▪ News Releases and US SEC filings ▪ Annual report and overview presentations ▪ Annual meeting of shareholders ▪ Investor days ▪ Presentations by Chemours executives at financial and industry conferences ▪ One-on-one meetings ▪ Investor surveys ▪ Chemours investor center 	<ul style="list-style-type: none"> ▪ Market trends ▪ Transparent reporting of financial performance ▪ Return on investment ▪ Continued investment in product/offerings growth ▪ Risk management ▪ Company corporate responsibility performance
Government	<ul style="list-style-type: none"> ▪ Activities reported to select state and federal agencies ▪ Visits to elected officials, agencies, and international government officials ▪ Industry and trade association involvement ▪ Plant tours and site visits for government officials 	<ul style="list-style-type: none"> ▪ Key industry issues and opportunities ▪ Company's environmental and social impacts
Communities where we operate	<ul style="list-style-type: none"> ▪ Community advisory panels ▪ Community meetings and events ▪ Site visits and training with community emergency services ▪ Community volunteerism ▪ STEM education support and interaction ▪ Local sponsorships ▪ Local media relations ▪ Chamber of commerce memberships ▪ State or city industrial association memberships ▪ News releases and publicity ▪ Social media 	<ul style="list-style-type: none"> ▪ Site financials ▪ Shipments and employment trends ▪ Environmental impacts ▪ Community impacts and needs ▪ 2030 CRC goals and progress
Society	<ul style="list-style-type: none"> ▪ Corporate charitable contributions, including dinners and events ▪ Employee giving programs ▪ Future of Chemistry scholarship program ▪ Disaster response ▪ Sponsorships ▪ News releases and publicity ▪ Our annual CRC report ▪ Social media 	<ul style="list-style-type: none"> ▪ 2030 CRC goals and progress
Nongovernment organizations (NGO), Academia, and Think Tanks	<ul style="list-style-type: none"> ▪ Consortia meetings ▪ Conferences and industry meetings ▪ Nonprofit and industry group collaborations ▪ Consultation and collaboration on corporate responsibility projects ▪ One-on-one meetings ▪ Social media 	<ul style="list-style-type: none"> ▪ 2030 CRC goals and progress ▪ Transparent reporting with credible data ▪ Collaboration and partnership opportunities ▪ Research

Reporting Practices

102-45 Entities included in consolidated financial statements

Entities included in the Chemours consolidated financial statements are described in our [2018 Annual Report on Form 10-K](#), 3 Principles of Consolidation (p. F-11), Note 15 (p. F-34), and in [Exhibit 21](#), included by reference (p. 64).

Our business segments and corporate functions provided content and data for our 2018 Corporate Responsibility Commitment report. We have attempted to be as accurate and inclusive as possible, with the information and data covering Chemours global operations and joint ventures, as of December 31, 2018, where we maintain operational control. We have not included information and data for contract manufacturers or joint ventures not operated by Chemours, nor for providing services to site tenants at some of our larger manufacturing facilities.

102-46 Defining report content and topic boundaries

Chemours' 2018 Corporate Responsibility Commitment (CRC) report and GRI Content Index provide an overview of our efforts to promote a more sustainable economy through our products, operations, people, and partnerships. Content in these reports is defined by our corporate responsibility issue assessment (also known as a sustainability materiality assessment) in alignment with stakeholder expectations, business priorities, and the requirements of the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) chemicals industry-specific standard.

The issue assessment identifies the environmental, social, and governance (ESG) topics that influence the judgment and decisions of—or have an impact on—our external and internal stakeholders. We identify and prioritize these issues through a three-step assessment process:

Step 1: Identify Issues—We review the priority issues publicly reported by our peers, customers, and major sustainability reporting and rating frameworks; audit issues trending with our external stakeholders; and obtain insight from our business leaders. We compare these issues with our corporate risk assessment to make sure all relevant topics have been captured from a materiality and/or risk and opportunity perspective. Through our 2019 issue assessment, we identified 21 specific ESG topics for Chemours to monitor and manage.

Step 2: Prioritize Issues—We use a multi-pronged approach to prioritize identified issues, considering both the potential impact on stakeholder decisions and the impact on our businesses. We first send surveys to our employees and external stakeholders to curate relative importance for each topic. To further vet the prioritized issues identified by the survey results, we conduct detailed interviews internally with global employees and externally with a broad cross-section of stakeholders. Through our 2019 issue assessment, we identified seven ESG topics prioritized for action.

Step 3: Validate and Act—Our corporate responsibility leadership team and leaders from our three business units provide feedback on the prioritized issues and validate the results of the research, survey, and interview processes. The final issue assessment results are reviewed with and approved by the Chemours executive team. This information informs our strategies, goals, and ongoing engagement and disclosure practices.

The [2018 CRC report](#) and GRI Content Index include highlights for each of our identified action issue topics, an update to key performance metrics, and our 2018 baseline data for measuring progress against our 2030 CRC goals. We also include significant policy or program advances and recognition occurring before or after fiscal year 2018 when relevant to the management of these topics. Unless otherwise stated, principles and policies referenced in the report apply to locations operated worldwide and to all employees of The Chemours Company.

We identified the following issues for action:

Action issue	Definition	UN SDG* alignment	UNGC principle** alignment	Corresponding GRI standards material topic
Climate Change Mitigation and Adaptation	Preparing for the impacts of climate change on our business, reducing GHG and ozone-depleting substance emissions throughout our operations and product life cycles, and providing solutions to help society transition to a low carbon economy.	7, 8, 12, 13	7, 8, 9	Emissions, Energy
Corporate Culture	Fostering a rewarding and productive workplace experience for employees by prioritizing inclusion and diversity, practicing effective communication and delegation of responsibility, displaying strong company values, and investing in employee well-being.	3, 4, 5, 8, 10, 16	1, 6	Employment, Training and Education, Diversity and Equal Opportunity
Product Sustainability	Minimizing the environmental and/or social impact of products throughout their life cycle, including product design and applications, product chemistry, product packaging, labeling and regulatory compliance, and ensuring products are handled in a safe and responsible way.	2, 3, 7, 9, 11, 12, 13	1, 7, 8	Customer Health and Safety, Marketing and Labeling
Safety	Creating safe and healthy working conditions for employees and contractors; protecting communities through safe process operations, material transportation, and emergency preparedness; safe materials management; and facility physical safety.	8	1	Employment, Occupational Health and Safety, Environmental Compliance
Sustainable Sourcing	Monitoring the environmental and social performance of suppliers and integrating sustainability priorities into sourcing standards and selection criteria to reduce risk and minimize impacts across our supply chain.	5, 6, 8, 10, 12, 13, 15	1, 2, 4, 5, 6, 7, 8, 9, 10	Procurement Practices, Supplier Environmental Assessment, Social Supplier Assessment
Waste Management	Reducing hazardous and nonhazardous waste stemming from our operations, ensuring the responsible disposal or recycling of our waste, and designing products and systems that advance a more circular economy.	8, 12, 15	7, 8, 9	Effluents and Waste
Water Stewardship	Preparing for a water-constrained future by sustainably stewarding water supply sources, reducing water use, and by responsibly managing effluent discharge in our operations.	6, 8, 12, 14	7, 8, 9	Water

*Please visit sustainabledevelopment.un.org/sdgs to identify corresponding goals and targets.

**Please visit unglobalcompact.org/what-is-gc/mission/principles to identify corresponding principles.

102-48 **Restatements of information**

We restated 2016 and 2017 environmental data due to methodology changes to improve data quality and consistency within our operations. We rounded our environmental data to the nearest whole thousand unless the data is smaller than 1 thousand. The one exception is that we did not round our fluorinated organic process emissions because they are specific to our Corporate Responsibility Commitment (CRC) goal of reducing fluorinated process emissions by 99%, and detailed performance tracking will occur against the 2018 baseline numbers.

102-49 **Changes in reporting**

We annually review our issue prioritization assessment to reflect any changes in the relative priority of topics that are of interest to society and/or may impact our businesses and to identify new, emerging issues. Our initial issue assessment, shared in our 2017 Corporate Responsibility Commitment report, relied upon employee input to prioritize issues in support of developing our 2030 goals. This current refresh of our issue assessment included input from both employee and external stakeholders during the prioritization process and provides additional detail on the prioritization process that was not included in the 2017 report. There have been no significant changes to our topics prioritized for action.

102-50 **Reporting period**

The 2018 Corporate Responsibility Commitment Report and this Content Index present data and information for the 2018 calendar year (January 1 to December 31, 2018). Significant policy or program activities occurring before or after calendar year 2018 may also be included.

102-51, 52 **Date of most recent report and reporting cycle**

We issue our Corporate Responsibility Commitment report on an annual basis. Our previous report presented data for the 2017 calendar year. 2017 was the first year we issued a [Corporate Responsibility Commitment report](#).

102-53 **Contact point for questions regarding the report**

Feedback on this report or its contents and our corporate responsibility performance can be provided via email at: CorporateResponsibility@Chemours.com.

102-54 **Claims of reporting in accordance with the GRI standards (core or comprehensive claim)**

We prepared this 2018 report in accordance with GRI Standards: Core option. Please see the remainder of this GRI Content Index for more details and <https://www.globalreporting.org/standards> to learn more about the GRI framework.

102-55 **GRI content index**

This document serves as our GRI Content Index.

102-56 **Policy/practice for external assurance**

We currently do not seek assurance for our report, as the scale of our operations and the resources required are prohibitive. We will continue to explore assurance options as they evolve, but we are confident our internal processes provide sufficient oversight regarding the accuracy of the information we report.

Topic-Specific Disclosures

Climate Change Mitigation and Adaptation

GRI 302 Energy

103-1, 2, 3 Management approach

Through our issue assessment process, our stakeholders told us energy use was not among our most significant issues. However, we understand energy use may be important to some stakeholders, and therefore, report our energy use data to inform our stakeholders. While we have not set specific energy use reduction targets, we work to reduce energy use and improve energy efficiency as part of our greenhouse gas emissions reduction strategy. Read more about our management approach in [section 305](#).

Read more about our approach to Energy in the [2018 Corporate Responsibility Commitment \(CRC\) report](#).

302-1 Energy consumption within the organization

Total nonrenewable fuel consumption by fuel type* (MWh)			
	2016	2017	2018
Coal	1,258,000	615,000	608,000
Diesel	67,000	73,000	82,000
Fuel oil 1, 2	211	321	1,000
Fuel oil 5, 6	49,000	5,000	0
Gasoline	11,000	9,000	11,000
Kerosene	24	7	35
Liquefied petroleum gas	2	3	19
Natural gas	4,619,000	5,148,000	4,709,000
Propane	440	286	119
Toluene	117,000	124,000	113,000
Off-gas	416,000	405,000	427,000
Total nonrenewable fuel consumption	6,538,000	6,380,000	5,951,000
Percent nonrenewable fuel in total fuel mix	98%	98%	98%
Chemours only total nonrenewable fuel consumption**	5,349,000	5,370,000	5,085,000

*Includes total fuels consumed to support Chemours activities and to provide services for tenants co-located at Chemours' sites.

**Excludes fuels used to generate electricity and steam for site tenants.

Chemours has been on a journey to transition to less carbon intensive fuels. In 2016, we converted coal-fired boilers to natural gas at one of our sites and have completed transition from heavy oil (#5 and #6) consuming equipment to natural gas in 2016 and 2017. The slight reduction in 2018 natural gas usage, when compared to 2017, is primarily due to lower production volumes in 2018.

Total renewable fuel consumption by fuel type (MWh)			
	2016	2017	2018
Biodiesel, biofuel	421	302	207
Biogas/landfill gas	116,000	137,000	96,000
Total renewable fuel consumption	116,000	137,000	96,000
Percent Renewable fuels in total fuel mix	2%	2%	2%

The sharp decrease in biogas/landfill gas in 2018 was due to a reduction in the uptime and flow handling of the landfill gas collection equipment, and a drop in the BTU value of the landfill gas consumed by our DeLisle, Mississippi site. The site has been working with the landfill operator to improve uptime and flow.

Purchased steam consumption* (MWh)			
	2016	2017	2018
US purchased steam	1,571,000	1,651,000	1,613,000
Outside the US purchased steam	856,000	1,085,000	970,000
Total purchased steam	2,427,000	2,736,000	2,583,000

*Purchased electricity and steam passed through to tenants are not included in data. Steam data includes purchased steam only. Generated steam is included in the direct energy table and is represented by the amount of energy used at the site in order to generate the steam.

Electricity consumption* (MWh)			
	2016	2017	2018
Self-generated electricity - nonrenewable	54,000	30,000	5,000
Percent self-generated	3%	2%	0.3%
US	0	0	0
Outside the US	54,000	30,000	5,000
Purchased electricity	1,548,000	1,627,000	1,608,000
US	1,287,000	1,292,000	1,268,000
Outside the US	261,000	335,000	340,000
Renewable electricity	76,000	81,000	84,000
Nonrenewable electricity	1,472,000	1,546,000	1,524,000
Total electricity used (self-generated plus purchased)	1,602,000	1,657,000	1,613,000
Renewable	76,000	81,000	84,000
Percent renewable	5%	5%	5%
Nonrenewable	1,526,000	1,576,000	1,529,000
Percent nonrenewable	95%	95%	95%
US	1,287,000	1,293,000	1,268,000
US renewable	67,000	68,000	68,000
US nonrenewable	1,220,000	1,225,000	1,200,000

Electricity consumption* (MWh)			
	2016	2017	2018
Outside the US	315,000	364,000	345,000
Outside the US renewable	10,000	13,000	16,000
Outside the US nonrenewable	305,000	351,000	329,000
Percent purchased from grid	77%	77%	79%
Percent direct purchased from local provider	20%	21%	21%
Intensity (MWh per metric ton sales product)	0.77	0.70	0.81

*Purchased electricity passed through to tenants and self-generated electricity provided to tenants are not included in data.

Renewable electricity is a function of the generation mix of the utilities that supply our sites their power. The year-over-year increases in renewable electricity are primarily due to our increase in purchased electricity from sites in states with higher grid percentages of renewable power. We have chartered a team to explore opportunities to increase our uses of renewable electricity.

Sold electricity and steam both decreased in 2017 and 2018 due to the shutdown of an obsolete cogeneration facility in Europe.

Sold electricity, heating, cooling, and steam (MWh)			
	2016	2017	2018
Electricity sold	80,000	48,000	7,000
Steam sold	1,109,000	962,000	859,000

Total energy consumption is the sum of purchased electricity and purchased steam, as well as fuel use in Chemours operations, including to self-generate electricity and steam.

Total energy consumption within the organization* (MWh)			
	2016	2017	2018
Renewable energy	193,000	218,000	180,000
Percent Renewable	2%	2%	2%
US renewable energy	183,000	205,000	164,000
Outside the US renewable energy	10,000	13,000	16,000
Nonrenewable energy	9,247,000	9,652,000	9,192,000
Percent Nonrenewable	98%	98%	98%
US nonrenewable energy	7,114,000	7,265,000	7,137,000
Outside the US nonrenewable energy	2,133,000	2,387,000	2,055,000
Total energy consumption	9,440,000	9,870,000	9,372,000
US energy	7,297,000	7,470,000	7,302,000
Outside the US energy	2,143,000	2,400,000	2,070,000

*The total energy consumption reflects Chemours only data and does not include energy consumed by Chemours tenants.

In 2018, an evolved understanding of our fuel usage at one of our sites, improved generated electricity and steam accounting practices, as well as updated energy and greenhouse gas (GHG) emissions at one of our sites, required the recalculation of 2016 and 2017 energy and GHG data. These changes have been reflected in the data tables above. We use the [Environmental Protection Agency \(EPA\) Stationary Emission Factors](#) to conduct our calculations.

302-2 Energy consumption outside of the organization

See discussion in [section 305-3](#) on our approach for consumption outside the organization.

302-3 Energy intensity

We measure energy intensity per metric ton of sales product, defined at the enterprise level to include all products and co-products produced for sale to third parties. It does not include materials produced onsite that eventually get consumed onsite or transferred as intermediary products for use by other Chemours sites. Year over year variations in energy intensity are due to differences in production volumes.

	2016	2017	2018
Total energy (MWh)	9,440,000	9,870,000	9,372,000
Sales production (metric tons)	2,093,000	2,355,000	1,994,000
Energy intensity (MWh per metric ton of sales product)	4.51	4.19	4.70

GRI 305 Emissions

103-1 Explanation of the material topic and its boundary

Climate change is a critical issue for our planet and one of the most urgent challenges facing society today. In December 2015, nearly 200 countries adopted the Paris Agreement, a global climate agreement that seeks to “strengthen the global response to the threat of climate change by keeping a global temperature rise this century well below 2° Celsius above pre-industrial levels.” The [United Nations Sustainable Development Goals \(SDGs\)](#) provide a framework for countries to achieve the reductions necessary for meeting the Paris Agreement through SDG 13 – Climate Action, SDG 7 – Affordable and Clean Energy, SDG 8 – Decent Work and Economic Growth, SDG 9 – Industry, Innovation, and Infrastructure, and SDG 12 – Responsible Consumption and Production.

The chemicals sector and Chemours play a central but complex role in the transition to a low-carbon economy due to the current and future demand for chemicals that enable low-carbon and energy-saving technologies. As the industry grows to meet this need, it must do so while reducing emissions, eventually decoupling greenhouse gas (GHG) emissions from production growth. At Chemours, we work to address climate change by taking prudent, practical, and cost-effective actions as we grow our operations and strive to help our customers do the same. We are committed to reducing our scope 1 and scope 2 GHGs by improving our resource use efficiency, acting on opportunities to deploy lower emission technologies at our sites, using renewable energy, and encouraging our employees to reduce their own environmental footprints.

We also understand that our impact on GHG emissions extends beyond the GHG emissions from our manufacturing operations and use of purchased energy. Other indirect (scope 3) GHG emissions arise from sources outside our operations, ranging from the raw materials we choose to the use of our sold products. We commit to reducing GHG emissions throughout our value chain by enhancing our supply chain’s eco-efficiency and developing products and processes that help our customers and consumers reduce their environmental footprint.

Our climate protection activities start with comprehensive measurement and reporting of scope 1 and 2 CO₂e emissions for gases listed in both the Kyoto Protocol and Montreal Protocol, as well as for other fluorinated compounds that have global warming potential (GWP). Our scope 1 and 2 boundary includes facilities under our operational control. We break out the GHG emissions from energy production for our own facilities and energy production for sale to our tenants where we have landlord responsibilities. In addition, Chemours has an ownership position in several joint ventures that are separately held corporations and are operated by the joint venture. Emissions from these joint ventures are included in our scope 3 emissions inventory. Reporting in this manner provides a realistic and complete summary of our scope 1 and 2 GHG footprint.

Read more about our approach to GHG emissions in the [2018 CRC report](#).

Our environmental management system helps us better reduce our impacts, manage compliance across our global operations, reduce costs, and increase efficiencies ([read more in section 403](#)). We align our GHG and air emissions management with the targets of the United Nations Sustainable Development Goals (UN SDGs); SDG 12 - Responsible Consumption and Production (targets 12.4, 12.5, and 12.6) and SDG 13 - Climate Action (targets 13.1 and 13.2), and to a lesser extent with SDG 7 - Affordable and Clean Energy (target 7.3) and SDG 8 - Decent Work and Economic Growth (target 8.4).

Our issue prioritization assessment (discussed in [section 102-46 and 102-47](#)) identified climate change mitigation and adaptation as a top priority for action, consistent with our two climate-related 2030 CRC goals:

- Reduce greenhouse gas emission intensity by 60%
- Progress our plan to become carbon positive by 2050

In 2018, we established performance baselines for our climate goals (see [sections 305-1 through 4](#) below) and took action to execute toward these goals by creating a refrigeration maintenance network, an energy and greenhouse gas network, and a renewable energy team. We also began to develop an internal price for carbon to better inform our investment decisions. These actions work together to help us advance our reductions in scope 1 and 2 GHG emissions in pursuit of our 2030 goal.

We also set a goal to be carbon positive by 2050, which means that the GHG emissions avoided by using our products and offerings will be greater than the sum of our scope 1, 2, and 3 GHG emissions. To set us on this path, we identified teams to measure the indirect GHG emissions (GHG emissions that are owned and controlled by others, not Chemours) in each of the applicable scope 3 categories and developed our first complete scope 3 emission inventory. In 2019, we will develop a scope 3 Inventory Management Plan to document our approach and support future reduction efforts.

We are also working to understand the avoided emissions that result from the use of our products, such as our ultra-low global warming potential (GWP) Opteon™ refrigerants, which offer significantly improved environmental sustainability performance versus incumbent refrigerants, and our Nafion™ membrane solutions, which enable large scale electrical energy storage with flow batteries to more efficiently match renewable energy supplies with demand. We support the work completed by the International Council of Chemical Associations (ICCA) and the World Business Council of Sustainable Development (WBCSD) which established a framework for measuring avoided emissions. We value collaborative change and commit to continue working with policymakers, our value chain, and other organizations to encourage collective action for reducing GHGs.

We set up our 2030 goal teams for success by establishing a leadership structure that includes our Chemours executive team (CET) and our corporate responsibility leadership team (CRLT). For each of our goals, we have a CRLT sponsor who assists with strategy and resource allocation, a leader responsible for achieving the goal, and a team of cross-functional experts and operations leaders from our major manufacturing sites. The goal leaders with their teams are responsible for developing the enterprise-wide plans to achieve their goal; establishing performance metrics; tracking and reporting progress to the CRLT; and working with our businesses to identify and pursue programs to achieve our 2030 CRC goals. Additionally, each goal leader supports site team leaders in establishing plans for meeting annual performance targets. Ultimately, line leadership, with assistance from the goal leaders, is accountable for successful goal program execution. Our CRLT monitors progress quarterly, and we share our progress with our stakeholders in our annual CRC report as part of our environment, health, safety, and corporate responsibility (EHS&CR) policy commitment to openly share how we are doing.

We measure and report environmental performance data for manufacturing sites within Chemours' operational control. Each site has an EHS focal point responsible for collecting, maintaining, and reporting all environmental performance data. In 2018, we established and filled a new corporate responsibility data manager position, who provides internal data verification and aggregates individual site data for internal sharing and external reporting. The data manager works closely with the 2030 CRC goal leaders to ensure our data and metrics are timely, accurate, and effective for communicating our environmental performance and impact. We are evaluating several centralized data collection and aggregation systems to further enhance our management systems and plan to convert to a centralized system within the next five years. Read more about the evaluation of our EHS management system in [section 403](#).

305-1 Direct (scope 1) GHG emissions

In 2018, we undertook a rigorous GHG emissions accounting campaign to update our methodology and develop a comprehensive baseline for our 2030 GHG emissions intensity goal. Our GHG inventory is calculated following the [GHG Protocol](#) for scope 1 and 2 emissions and includes all sites within our operational control. This standard provides best practice guidance on how to inventory the GHG emissions directly generated by our manufacturing operations (scope 1) and the indirect GHG emissions (generated by other companies) associated with our use of purchased electricity and steam (scope 2). Together, these two GHG emissions categories represent the carbon footprint needed to make our products. All reported scope 2 figures are calculated using the market-based approach. We sourced emissions factors from the [US EPA Stationary Emissions Factor database](#), refrigerants 100-year global warming potentials (GWPs) from [Intergovernmental Panel on Climate Change \(IPCC\) Fourth Assessment Report \(AR4\), 2007](#), and electricity GWPs from the [EPA eGRID](#).

We report CO₂ emissions covered under both the Kyoto Protocol gases and the Montreal Protocol gases as listed below:

- Kyoto Protocol gases: Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆), and nitrogen trifluoride (NF₃)
- Montreal Protocol gases: Chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs)

We also decided to include additional fluorinated process gases we emit that have global warming potential (GWP), but are not regulated under either the Kyoto Protocol or Montreal Protocol.

In 2018, we completed a rigorous inventory of all fluorinated compound process emissions as we developed baselines for our 2030 CRC goals to reduce GHG emissions intensity and air process emissions of fluorinated organic compounds (see [section 303](#) for more information).

The tables below present the different emissions categories that make up our total scope 1 emissions and illustrate the interconnection between the 2030 fluorinated organic process emissions reduction goal and the GHG emission intensity reduction goal.

Scope 1 emission group	Total emissions (metric tons)	GHG equivalent emissions (metric tons CO ₂ e)	Percent of scope 1 emissions
Energy	-	998,000	12%
Fluorinated process emissions*	1,033	5,183,000	62%
Kyoto Protocol fluorinated gases	518	3,840,000	-
Montreal Protocol fluorinated gases	385	931,000	-
Other fluorinated gases	130	412,000	-
Other process emissions	-	2,185,000	26%
Total scope 1 GHG emissions	-	8,366,000	100%

*Emission group also covered under CRC goal to reduce fluorinated air process emissions by 99% or greater.

Total direct (scope 1) GHG emissions (metric tons CO₂e)*			
	2016**	2017**	2018
US scope 1 emissions	6,627,000	9,038,000	7,400,000
Outside the US scope 1 emissions	1,116,000	1,059,000	966,000
Total scope 1 emissions	7,743,000	10,097,000	8,366,000
Percent Emissions covered under regulatory program	99%	99%	99%
Percent Emissions covered under a regulatory reporting program	98%	99%	99%
Percent Emissions covered under an emissions-limiting program	5%	2%	6%

*Chemours activities only. Does not include emissions for site tenants.

**Does not include complete set of fluorinated gases included in 2018 inventory.

Scope 1 emissions are lower in 2018 versus 2017 due to reduced production volumes and improved control of process emissions. HFC-23 and HCFC-22 emissions generated by HCFC-22 manufacturing comprise ~46% of our 2018 total scope 1 GHG emissions. Our 2018 scope 1 emissions include contributions from a one-time event that is not representative of normal operating conditions. We plan to exclude these one-time contributions from our intensity calculations to better represent our 2018 baseline intensity. We are currently evaluating abatement alternatives to address these emissions, and by 2024 we plan to reduce these emissions by more than 99%. Additional work is also underway to address fluorinated organic emissions as discussed in [section 303](#).

305-2 Energy indirect (scope 2) GHG emissions

See section 305-1 for discussion on scope 2 GHG accounting approach.

Total indirect energy (scope 2) GHG emissions (metric tons CO₂e)			
	2016	2017	2018
US scope 2 emissions	1,272,000	1,281,000	1,044,000
Outside the US scope 2 emissions	324,000	376,000	414,000
Total scope 2 emissions	1,596,000	1,657,000	1,458,000

Scope 2 emissions reflect power purchases to supply manufacturing operations around the world. These are calculated according to the Greenhouse Gas Protocol Scope 2 Guidance, following the market-based methods. Where applicable, we use site-specific electricity emissions factors to determine CO₂e emissions. Where site-specific emissions factors are unavailable, we use EIA CO₂e coefficients from state average energy mixes. GWP factors for electricity come from the [EPA eGRID](#). The observed 2018 indirect scope 2 emissions decrease is largely attributed to the change in steam supply from coal fired boilers to gas fired cogenerated steam for our Johnsonville, Tennessee plant. The change became effective on January 1, 2018, and we saw a full year of emissions savings at the site compared to 2017.

305-3 Other indirect (scope 3) GHG emissions

Our impact on GHG emissions extends beyond the emissions from our manufacturing operations and use of purchased energy. Our activities are connected in some way to various sources of indirect (scope 3) GHG emissions that occur along our value chain, such as the GHG emissions generated to produce the goods we purchase and by how our customers and their customers use our products. These scope 3 emissions are directly generated and managed by others and are not owned or controlled by Chemours. We aspire to influence reductions in scope 3 emissions by partnering with our suppliers and customers and by bringing low-carbon products to market.

In 2018, we undertook a detailed scope 3 GHG emissions accounting campaign, building upon our 2017 partial inventory. Our inventory is based on the [GHG Protocol](#) for Corporate Value Chain (scope 3) Accounting and Reporting Standard. We included CO₂, CH₄, HFCs, and other fluorinated compounds with GWPs, in our calculation of scope 3 GHG emissions. We sourced global warming potentials (GWPs) for sold products from [IPCC Fourth Assessment Report \(AR4\), 2007](#); purchased goods, services, transportation, and distribution life cycle assessment (LCA) emission factors from [Ecoinvent3](#); and fuel and energy-related activities from [Argonne National Lab](#). This 2018 inventory serves as our baseline for measuring our progress towards meeting our CRC goal to be carbon positive by 2050.

Scope 3 indirect emissions (million metric tons CO₂e) by category and percent of total			
	2017* Emissions	2018 Emissions	2018 % of Total
Category 1: purchased goods and services	8.9	8.350	5.06%
Category 2: capital goods	-	0.143	0.09%
Category 3: fuel and energy related activities (not included in scope 1 or 2)	-	0.330	0.20%
Category 4: upstream transportation and distribution	0.37	0.480	0.29%
Category 5: waste generated in operations	-	0.019	0.01%
Category 6: business travel	-	0.010	0.01%
Category 7: employee commuting	-	0.011	0.01%
Category 8: upstream leased assets	0.03	0.026	0.02%
Category 9: downstream transportation and distribution	0.37	0.440	0.27%
Category 10: processing of sold products	-	Not possible for our businesses and products	-
Category 11: use of sold products	152	154.7	93.7%
Category 12: end-of-life treatment of sold products	-	0.300	0.28%
Category 13: downstream leased assets	-	Does not apply	-
Category 14: franchises	-	Does not apply	-
Category 15: investments	-	0.118	0.07%
Total	162	164.9	100%

*2017 values for Category 11 emissions restated due to improved calculation methodology. 2017 data were calculated for emission categories 1, 4, 8, 9, and 11 only.

Compared to 2017, our 2018 Category 1 raw material footprint decreased slightly due to reduced purchased material volumes in 2018. Our Category 11 footprint increased slightly due to higher refrigerant sales, and our total 2018 footprint is slightly greater due to the increases in Category 11 emissions and the addition of new categories.

Our Journey to Carbon Positivity

The chemicals sector and Chemours play a central but complex role in the transition to a low-carbon economy due to the current and future demand for chemicals needed to support the growing global population. We produce and supply essential products that enable the low-carbon and energy-saving technologies demanded by our growing world. But our role doesn't stop there—the world demands we deliver these essential products while reducing our own emissions. This is why we set a goal to be carbon positive by 2050. For us this means that the GHG emissions avoided by using our products and offerings will be greater than the sum our scope 1, 2, and 3 activities GHG emissions.

Currently we calculate avoided emissions based on sales of our low-GWP Opteon™ hydrofluorocarbons (HFO) refrigerants. In 2018, Opteon™ sales helped prevent 34 million metric tons of CO₂e emissions from being released to the atmosphere by replacing refrigerants with much higher global warming potentials. Estimated scope 3 emissions (165 million metric tons) combined with our scope 1 and 2 emissions (10 million metric tons) yields our total carbon emissions footprint of 175 million metric tons of CO₂e, up slightly from 2017. Our carbon positive indicator is calculated by subtracting the total generated emissions from the total avoided emissions. As we progress our journey to carbon positive, the indicator will approach zero and eventually become positive.

GHG accounting for carbon positive goal		
Emissions (million metric tons CO ₂ e)	2017	2018
Generated scope 1, 2, and 3 emissions	173	175
Avoided emissions	20	34
Carbon positive indicator*	-153	-141

*Defined as avoided emissions - generated emissions

The vast majority of our total generated scope 3 GHG emissions are due to customer use of our HFC refrigerant products. As we advance our plan to become carbon positive, we need to focus on both reducing our current scope 1, 2, and 3 generated GHG emissions and increasing the use of our carbon saving products, like our low-GWP Opteon™ HFO refrigerants, that help our customers and consumers avoid generating more CO₂e emissions.

305-4

GHG emissions intensity

We normalize our total scope 1 and 2 GHG emissions by sales product and by revenue. Sales product is defined at the enterprise level to include all products and co-products produced for sale to third parties. It does not include materials produced onsite that eventually get consumed onsite or transferred as intermediary products for use by other Chemours sites.

Scope 1 and 2 GHG emissions intensity			
	2016	2017	2018
Total scope 1 and 2 GHG emissions (metric tons of CO ₂ e)	9,339,000	11,754,000	9,824,000
Sales production (metric tons)	2,093,000	2,355,000	1,994,000
Revenue (million USD)	\$5,400	\$6,183	\$6,638
Metric tons CO ₂ e per metric tons of sales product	4.46	4.99	4.93
Metric tons CO ₂ e per US dollar revenue	0.0017	0.0019	0.0015

An analysis of our scope 1 GHG emissions sources revealed that a single, one-time event was responsible for a significant portion of the scope 1 GHG emissions. Because of this, we decided to exclude these one-time GHG emissions when calculating the 2018 baseline for our 2030 goal to reduce GHG emissions intensity. When we remove the emissions to correct for this one-time event, our new adjusted 2018 baseline is 4.74 metric tons CO₂e per metric ton sales product. We believe this adjusted number more accurately reflects our emissions intensity baseline and will be measuring our performance meeting our 2030 goal against the adjusted intensity value.

Scope 1 and 2 GHG emissions intensity - adjusted	
	2018
Adjusted total scope 1 and 2 GHG emissions (metric tons CO ₂ e)	9,455,000
Sales production (metric tons)	1,994,000
Revenue (million USD)	\$6,638
Adjusted metric tons CO ₂ e per metric ton of sales product	4.74
Adjusted metric tons CO ₂ e per US dollar revenue	0.0014

We started working to reduce our carbon footprint well before we established our CRC goals and 2018 baseline. In 2016, we completed the conversion of our steam boilers at our DeLisle, Mississippi site from coal to natural gas and converted oil-fired rotary dryers at our Starke, Florida plant to natural gas. In 2017, we worked with our energy supplier at our Johnsonville, Tennessee plant to complete the conversion of our coal-fired purchased steam system to a natural gas-fired combined heat and power (CHP) system. In 2018, we committed to move forward with a project at our Parkersburg, West Virginia site to convert our steam supply from coal to natural gas. We also committed to move forward with a low GWP Opteon™ industrial refrigeration system at our Louisville, Kentucky plant. Additional activities to reduce process air emissions of fluorinated organic emissions are discussed in [section 303](#).

Looking forward, we plan to improve the energy efficiency of our operations, source more electricity from renewable energy sources, and pursue treatment systems for fluorinated organic process emissions abatement.

Through our issue assessment process, our stakeholders told us nonGHG air emissions were not among our most significant sustainability issues. However, we understand that certain air emissions may be important to some stakeholders and therefore, report select air emissions data to inform our local community stakeholders. While we have not set specific public reduction targets, we seek opportunities to reduce these compounds across all our global operations as part of our continuous improvement processes.

Emission type (metric tons)	2016	2017	2018
NO _x	3,000	2,000	2,000
SO _x	5,000	1,000	2,000
Volatile organic compounds (VOC)	3,000	3,000	3,000

We reduced NO_x emissions from 2016 to 2017 by upgrading coal-fired boilers to natural gas-fired boilers at our DeLisle, Mississippi site. The project was completed in November 2016, with the first full year of emissions reductions observed in 2017. We have one remaining site that still uses coal-fired boilers, and we are on the path to convert that site to natural gas. We expect further reductions in NO_x and SO_x emissions when that work is completed in 2020. The increase in SO_x emissions from 2017 to 2018 was due to one site that experienced low efficiency conditions on scrubber equipment. This was a one-time event and we expect NO_x and SO_x emissions to continue to decrease in 2019 and beyond. VOC emissions remained flat from 2015 to 2017, averaging ~3,000 metric tons per year.

Topic-Specific Disclosures

Water Stewardship

103-1 Explanation of the material topic and its boundary

More than 2 billion people across the globe are living with the risk of reduced access to clean, freshwater resources, and by 2050 at least one in four people is likely to live in a region affected by chronic or recurring shortages of fresh water ([United Nations \(UN\) Water](#)). Access to adequate, clean freshwater is vital to our communities, operations, and supply chain. As global average temperatures continue to increase, we can expect more droughts and extreme weather events to create water-related risks for our company and people all along our value chain. The efficient management and responsible stewardship of our planet's shared water resources are critical targets under the [United Nations Sustainable Development Goals \(SDGs\)](#); SDG 6 - Clean Water and Sanitation and SDG 12 - Responsible Consumption and Production, and to a lesser extent under SDG 3 - Good Health and Well-Being, SDG 8 - Decent Work and Economic Growth, SDG 9 - Industry, Innovation, and Infrastructure, and SDG 14 - Life Below Water.

Chemours recognizes our responsibility to use water wisely across our global footprint. Responsible growth is central to our future success, and we balance that growth with a commitment to responsibly steward the water resources we need to produce our products. We track the volumes of water used by our sites, follow specific water quality criteria to ensure our discharges are compliant with local permits and seek opportunities to improve the quality of our discharged water to meet our stakeholders' expectations.

We measure and report water information from all manufacturing sites within Chemours' operational control at year-end 2018. Information from remediation sites managed under regulatory compliance programs were excluded from this assessment. We will evaluate reporting these data in future years. Also, data from site tenants at some of our larger manufacturing sites and from joint ventures that are separately held corporations operated by the joint ventures are considered separately and are not included in our Chemours water reporting.

Read more about our approach to water in the [2018 Corporate Responsibility Commitment \(CRC\) report](#).

103-2 The management approach and its components

Our neighbors and surrounding communities expect us to treat our shared water resources with respect, which is why water stewardship is a critical component of our environment, health, and safety (EHS) management approach. We align our water stewardship approach with the targets of the United Nations Sustainable Development Goals (SDGs); SDG 6 - Clean Water and Sanitation (targets 6.3, 6.4, and 6.5) and SDG 12 - Responsible Consumption and Production (targets 12.4 and 12.6), and to a lesser extent with SDG 8 - Decent Work and Economic Growth (target 8.4), and SDG 14 - Life Below Water (target 14.1).

Our EHS and corporate responsibility policy and the Responsible Care® principles guide our management of water resources (read more in section 403). We follow groundwater protection and stormwater management practices at our sites to avoid unanticipated impacts to surface water or groundwater. We are completing comprehensive sustainability assessments at each of our manufacturing facilities to identify new opportunities to improve how we manage our water resources. We also listen to our stakeholders to understand what is important to them. Our issue prioritization assessment (discussed in section 102-46 and 102-47) identified improving the quality of our water discharges as a top priority, consistent with our 2030 Corporate Responsibility Commitment (CRC) goal to:

- Reduce water process emissions of fluorinated organic chemicals by 99% or greater
- Reduce air process emissions of fluorinated organic chemicals by 99% or greater

In 2018, we completed a comprehensive inventory of fluorinated organic air and water process emissions to develop the baseline for our 2030 goal (described in 303-4 below). We will continue our work in 2019 by developing a roadmap to identify the necessary actions and timeline to achieve our 2030 goal. We will start by applying known abatement technologies to address fluorinated organic process emissions, while we explore new technologies and research innovative methods to further progress our goal.

103-3 Evaluation of the management approach

Although Chemours is early in our journey to reduce our fluorinated organic process emissions, work is already underway that will ensure our success. For instance, our Fayetteville Works, North Carolina plant is committed to working with North Carolina Department of Environmental Quality (DEQ), Cape Fear River Watch and the Southern Environmental Law Center to deliver on the emissions control and remediation commitments contained in the February 25, 2019, consent order addressing concerns related to detections of fluorinated organic compounds in the Cape Fear River basin. In 2018, we initiated a project to install an array of state-of-the-art process emission control technologies, including a thermal oxidizer and a thermolysis reactor, that in combination are expected to result in an overall 99% reduction of air and water fluorinated organic process emissions at the site.

In addition, we implemented interim projects at the site to improve abatement performance while we construct the long-term assets. Interim improvements include the addition of a countercurrent packed tower to the Fayetteville Works site division waste gas scrubber and installation of two adsorption units with a third in progress. These improvements are designed to be part of the long-term solution for fluorinated organic process emissions abatement, but in the interim provide an additional treatment step on the aqueous-based scrubbers. Once implemented, we believe these technologies will make our facility a model for other chemical manufacturing facilities to follow in the future. Our interim measures have already substantially reduced air emissions of hexafluoropropylene oxide dimer acid, and we expect to control 99% of fluorinated organic air process emissions at Fayetteville Works by the end of 2019.

Additionally, we invested in similar process emission control technologies at our Dordrecht Works site in the Netherlands to abate 99% or greater of all hexafluoropropylene oxide (HFPO) dimer acid air and water process emissions by the end of 2020 and 80% of all fluorinated organic compound process emissions by 2023. A significant amount of this work was completed at the facility prior to 2017.

We will continue to evaluate the effectiveness of our fluorinated organic process emissions abatement work through direct measurement of air and water emissions sources and tracking the emissions annually as we progress mitigation programs. Read more about our 2030 goal governance process in section 305 and water evaluation approach in section 303-5.

GRI 303 Water

303-1 Interactions with water as a shared resource

At Chemours, we recognize our responsibility to protect water supplies and use them wisely. We withdraw most of the water we use from nearby surface water bodies, with the balance of our needs sourced from on-site groundwater wells or purchased water. Our operations require water for potable uses, final product formulations, manufacturing process uses, and for cooling our process equipment—known as noncontact cooling water because the water does not encounter process materials. Noncontact cooling water may be either single-pass (used one time for cooling before being discharged) or multi-use cooling water (cooling towers are used to remove excess heat to enable recycling cooling water). We monitor our water use and work to improve our water management practices, paying close attention to water availability in regions where we operate. Withdrawn water is typically discharged to nearby surface water bodies, either directly by us or through local publicly owned treatment works. Consumptive water uses include water contained in products, water discharged through deep well injection disposal activities, evaporative losses in cooling towers, or where the water discharge point is different than the source water body.

Our neighbors and surrounding communities expect us to treat our shared water with respect by minimizing the impacts from our manufacturing operations. For us, this means going beyond our legal and regulatory permitted water treatment requirements to address local community expectations now and in the future. We use feedback from our stakeholder engagement activities and input collected through our annual issue prioritization work to identify the water topics most important to our stakeholders, learning that water quality and chemical emissions to water are the most important water issues for us to address. We used these learnings, along with input from a panel of Nongovernment Organization (NGO) experts, to develop and refine our 2030 CRC water goal, focusing on the fluorinated organic chemical process emissions most important to our local stakeholders. The current refresh of our issue prioritization assessment reaffirmed how important it is to our stakeholders that we continue to improve the water quality of our discharged effluents.

We understand that we operate in a world that demands more from us as a company, and that includes stakeholders in and around the communities in which we live, work, and play. All Chemours manufacturing locations have active community feedback mechanisms in place, with most sites having community advisory panels or boards (CAPs). These CAPs liaise with other community members to share information and collect concerns, provide input to Chemours operations, and help guide our understanding of and engagement with their local communities. The following two examples illustrate how we work with stakeholders to steward water as a shared resource:

Example 1: Our Memphis, Tennessee plant came to understand there were local concerns about the use of and potential impacts to the Memphis sands aquifer, which underlies a broad area in the region, including the plant. Historical data supports that the plant is separated from the Memphis Sands aquifer by a thick clay layer. Nevertheless, in response to those concerns, we undertook sampling of a subset of the plant's production wells to identify if site conditions or operations have had a negative impact to the Memphis Sands aquifer. No impacts were observed in the Memphis Sands aquifer and the results were shared with the Tennessee Department of Environment and Conservation.

We continue to partner with the local Memphis community to evaluate ways to assess and protect this vital groundwater resource. As part of that effort, Chemours is providing a graduate-level scholarship at the University of Memphis Center for Applied Earth Science and Research (CEASAR), to further aquifer research in support of more comprehensive public water oversight and policy development.

Example 2: Our Fayetteville Works plant is committed to working with North Carolina Department of Environmental Quality (DEQ), Cape Fear River Watch, and the Southern Environmental Law Center to deliver on the emissions control and remediation commitments made by Chemours in 2018 and contained in the February 25, 2019, consent order addressing concerns related to detections of fluorinated organic compounds in the Cape Fear River basin. We have been, and will be, investing more than \$200 million in state-of-the-art emission control technology and remediation activities and have committed to both air and water emission reduction milestones.

We continue to demonstrate our progress in a transparent and collaborative way, as we know that actions are far more powerful than words. In addition to submitting information to the DEQ, the plant created a dedicated website for sharing all the latest information on our actions and proactively engages with various community and church groups to schedule meetings to listen and talk with residents. For example, in 2018 the plant held over 40 meetings with a wide representation of community groups and have conducted numerous site tours for groups to see first-hand the actions we are taking to fulfill our environmental commitments. In addition, we have invited numerous media outlets to the site for tours and information sharing sessions in order to reach those residents who have not been able to participate in person.

In July 2018, Chemours began to broadly offer residents with private drinking water wells—that tested above the North Carolina Provisional Health Goal of 140 parts per trillion (ppt) for HFPO-Dimer Acid—whole home granular activated carbon (GAC) water filtration systems to filter water drawn from their wells. During August and September 2018, the plant manager and technical team held four informal information sessions for residents who had received offers to install the GAC systems. For these sessions, we provided residents an up-close look at a working GAC system, explained how the filtration systems worked to filter out numerous constituents, and answered their questions about the system.

The site also re-energized our community advisory board (CAB) to play a larger, more impactful role in our neighbor outreach. The site worked closely with the standing CAB to select a meeting facilitator, define a set of by-laws for the CAB, and recruit new members from areas that may have been underrepresented on the previous board. Meeting agendas were changed to a more community-driven format. Since the implementation of these measures, CAB meetings have been more productive, and both community members and Chemours are reaping the benefits of collaboration and understanding of community issues.

In 2019, we continue this engagement approach and have better equipped our CAB with information to expand our reach to an even greater number of local and regional residents, civic groups and local/state elected officials. As we progress building our emission control facility, we have opened our site to numerous groups to see the additional progress for themselves.

303-2 Management of water discharge-related impacts

Chemours strives for all of its site operations to abide by all local laws and regulations, and all our operating sites are covered by local discharge requirements. Wastewater quality is strictly governed by local regulations and parameters are set specifically for each receiving waterbody through the discharge permitting process.

In addition to meeting our regulatory permit requirements, Chemours established a 2030 Corporate Responsibility Commitment (CRC) goal to reduce air and water process emissions of fluorinated organic compounds by 99% or greater (read more in 303-4 below). Both emission types have the potential to impact water quality. Water emissions are directly discharged to surface water systems, and air emissions can enter both surface water and groundwater systems through atmospheric deposition or rainfall. We proactively apply this 99% reduction target across all our sites in response to stakeholder interests at some of our locations.

We are completing comprehensive sustainability assessments at each of our manufacturing facilities, inventorying their emissions and measuring their performance against our 2030 CRC goals. These assessments help us identify new opportunities to improve the performance of our manufacturing operations, advance our CRC goals, and identify further opportunities to improve the quality of our discharged water. We completed initial baseline assessments at five facilities in 2018 and are on schedule to complete baseline assessments at our remaining global sites by the end of 2021. After the initial assessment is completed at a site, we survey the site annually to monitor its progress implementing identified improvements. These assessments are a critical element in meeting our goal to reduce air and water process emissions of fluorinated organic compounds by 99% or greater and are vital to identifying future opportunities to improve the quality of our wastewater discharges.

303-3 Water withdrawal

Through our issue assessment process, our stakeholders told us water use was not among our most significant issues. However, we understand water use may be important to some local communities and therefore, report our water use data to inform our stakeholders. While we have not set specific public water use reduction targets, we practice responsible water use across all our global operations as part of our continuous improvement processes.

Currently, all water withdrawn for Chemours operating sites is from freshwater sources. Total water withdrawals increased slightly in 2018 but remained relatively consistent over the past three years. Volumes reported for 2016 and 2017 are restated due to improvements in our water accounting methodology. Reported water withdrawal data do not include water used for remediation purposes. We plan to collect and report on these uses in the future.

Total water withdrawal* (megaliters)			
Water source	2016	2017	2018
Surface water	265,000	223,000	228,000
Groundwater	23,000	24,000	33,000
Third-party	8,000	7,000	8,000
Total water withdrawals	296,000	254,000	269,000
US withdrawals	281,000	237,000	255,000
Outside the US withdrawals	15,000	17,000	14,000
Water withdrawal intensity (megaliters per metric ton sales product)	0.14	0.11	0.13

*Does not include remediation volumes.

In 2018, we completed a preliminary analysis of watershed baseline stress using the [World Resources Institute \(WRI\) Aqueduct screening tool](#). The tool identified eight sites (four in the US, two in Mexico, one in China, and one in Europe) located in watersheds with either high or extremely high predicted baseline stress levels. In 2018, withdrawals from water-stressed watersheds accounted for ~5% of Chemours' total water withdrawals.

Water withdrawal from areas with water stress* (megaliters)		
Water source	2018	Percent total withdrawals from Water stressed areas
Surface water	11,000	5%
Groundwater	19	<1%
Third-party	2,000	25%
Total water withdrawals	13,000	5%

*Water stress areas determined using WRI Aqueduct tool.

In addition to new withdrawals, we also explore opportunities to reuse/recycle water to meet our water use needs. Noncontact cooling water presents the biggest opportunity for water reuse and recycling. In 2018, noncontact cooling water accounted for 60% of Chemours' water use, and recycled water made up 11% of Chemours' water use.

Water use (megaliters)		2018
Process water*		120,000
Cooling water		
Single pass noncontact cooling water		151,000
Multi-use noncontact cooling and other recycled water		32,000
Total water use		303,000
Percent water use from recycled water		11%
Water use intensity (megaliters per metric tons of sales product)		0.15

*Process water includes potable water as well as water used for manufacturing.

The next step in our water stress analysis will be to develop a water stewardship plan for each of our manufacturing sites located in an identified stressed watershed. The stewardship plans will consider all surface water users in the watershed, evaluate water availability and needs, including long term projections for surface water demand, and identify opportunities to improve recycling and conservation efforts, as well as water quality in the watershed.

Water supply concerns are not isolated to surface water withdrawal needs in water-stressed areas. We need to understand potential availability concerns for all our water sources and will be expanding our analysis to understand potential groundwater stress at our sites that rely upon groundwater as their primary water source. This process will help us better understand potential competing demands for water where we operate, as well as help us responsibly manage our use of this shared resource.

The following tables summarize water discharge information for 2018. Discharged water is a combination of both process wastewater and noncontact cooling water. Discharge data by destination are not available for 2016 and 2017 due to changes in our water accounting methodology. In 2018, 89% of our water discharges were to freshwater systems.

2018 total water discharges (megaliters)			
Discharge destination	Total discharge	Freshwater discharge	Other water discharge
Surface water	239,000	213,000	26,000
Ground water	0	0	0
Third-party	9,000	9,000	0
Deep well injection	2,000	0	2,000
Total water discharges	250,000	222,000	28,000
US water discharges	240,000	219,000	21,000
Outside the US water discharges	10,000	3,000	7,000
Discharges in water stress areas*	13,000	244	13,000
Percent discharges in water stress areas	5%	<1%	5%

*Learn more about water management in water stressed areas in [section 303-3](#).

Chemours strives for its operations to abide by all local laws and regulations, and all our operating sites are covered by local discharge requirements. Wastewater discharge quality is strictly governed by local regulatory frameworks, and parameters are set specifically for each receiving waterbody through the discharge permitting process. As a result, wastewater discharge quality is not reported consistently across all sites.

In addition to meeting our permit requirements, we have established a 2030 CRC goal to reduce process water discharges of fluorinated-organic compounds by 99% or greater. We are proactively applying this internal discharge requirement across all our sites in response to stakeholder interests at some of our locations.

In 2018, we completed a comprehensive inventory of fluorinated organic air and water process emissions to develop the baseline for our 2030 goal. At each manufacturing site, we followed a standardized approach to report emissions data, using both measured data and calculated estimates when measured data were not available.

2018 fluorinated organic compound process emissions (metric tons)	
Water emissions*	556
Air emissions	1,033

*Includes 525 metric tons (94.4%) of fluorinated organic process emissions temporarily being captured and sent off-site for deep well disposal.

Chemours defines water consumption as water that is lost to evaporation, incorporated into products, or returned to a water body other than its source of origin (e.g. discharging groundwater or potable water to surface water). Cooling tower evaporative losses and consumption from product manufacturing are estimated using site-specific methodology due to differences in site manufacturing technologies.

Water consumption increased by about 11% in 2018. The increase in consumption may be explained by an increase in groundwater used for manufacturing at two of our sites, as well as increased accuracy in data collection methods in 2018.

Water consumption (megaliters)			
	2016	2017	2018
Total consumption	45,000	45,000	50,000
Consumption in water stressed areas*	-	-	2,000
Percent Consumption from water stressed areas*	-	-	4%

*Learn more about our water management in water stressed areas in [section 303-3](#).

Topic-Specific Disclosures

Waste Management

103-1 Explanation of the material topic and its boundary

Chemours transforms raw materials and natural resources into the essential chemicals and materials needed to support global population growth and urbanization. The efficient management of our planet's shared natural resources and the way we manage waste are a critical component of our efforts to reduce our ecological footprint and are aligned with the targets under the [United Nations Sustainable Development Goals \(SDGs\)](#); SDG 8 - Decent Work and Economic Growth, SDG 9 - Industry, Innovation, and Infrastructure, and SDG 12 - Responsible Consumption and Production. Our stakeholders expect us to responsibly manage the way we produce goods, consume resources, and dispose of our waste, which is not only good for the environment, it also reduces operating and compliance costs and makes good business sense.

Almost all our manufacturing sites contribute waste to a landfill, either in on-site, self-constructed, and managed landfills or in off-site commercial landfills. Building landfills for waste disposal consumes land, a valuable natural resource that provides habitat to support diverse ecosystems, helps to increase the availability of clean water, and can sequester CO₂. Sustainable land management and biodiversity protection are important targets under SDG 15 - Life on Land. Reducing our dependency on landfills demonstrates our commitment to managing our waste responsibly and protecting the lands near our facilities.

We measure and report waste management information from all manufacturing sites within Chemours' operational control at year-end 2018. Waste data from site tenants at some of our larger manufacturing sites and data from joint ventures outside our operational control are not included in our waste data and management activities. Office locations, technical centers, research facilities, and warehouses are also not included in current waste metrics due to the very small quantities of waste generated at these locations relative to quantities generated at our manufacturing sites.

Read more about our approach to waste in the [2018 Corporate Responsibility Commitment \(CRC\) report](#).

103-2 The management approach and its components

Chemours is committed to improving our resource use efficiency, acting on opportunities to reduce our waste volumes, enhancing the circular economy through our supply chain, and encouraging our employees to reduce their own environmental footprint. We are taking prudent, practical, and cost-effective actions to address waste management as we grow our operations and strive to help our customers do the same. To provide the greatest value to our operations and our communities, we align our waste management efforts to the targets of the United Nations Sustainable Development Goals (SDGs); SDG 12 - Responsible Consumption and Production (targets 12.4, 12.5, and 12.6) and SDG 15 - Life on Land (targets 15.3, 15.5., and 15.8), and to a lesser extent with SDG 8 - Decent Work and Economic Growth (target 8.4).

Our [environment, health, safety, and corporate responsibility \(EHS & CR\) policy](#) guides our actions and challenges us to reduce impacts from waste, air, and water emissions (read more about our management system in [section 403](#)). We follow a waste management hierarchy to minimize the impact of wastes and emissions on the environment. We first work to eliminate or minimize the generation of waste and emissions through research, process design, plant operations, and maintenance. We then seek to creatively reuse and recycle materials. Finally, we classify, handle, and dispose of hazardous and nonhazardous waste in accordance with local government regulations. Waste management occurs at both Chemours and nonChemours facilities, and we have specific requirements for waste that is transferred to nonChemours facilities, including the periodic auditing of these facilities. Our internal policies and procedures guide our waste disposal efforts and ensure we send waste to landfills only after we consider other options.

Landfilling makes up the single largest component of our waste disposal management actions, and we define our landfill volume intensity as the cubic meters of landfill space consumed for each metric ton of sales product we produce. We are balancing the responsible growth of our company with a commitment to care for the environment by reducing the amount of landfill volumes needed to produce our products. As a result, we consider landfill waste to be a key target of our ongoing waste management efforts, and we have set a 2030 CRC goal to:

- Reduce our landfill volume intensity by 70% versus our 2018 baseline of 0.39 m³ landfill waste per metric ton of sales product

Reducing our landfill volume intensity of both nonhazardous and hazardous landfilled waste is a crucial component of our waste management strategy, and it is a key part of our responsible chemistry commitment. Additional information on our 2030 goal governance process is included in [section 305](#).

103-3 Evaluation of the management approach

Although Chemours is early on our journey to reduce landfill volume intensity, work is underway that will ensure our success. In 2018, we undertook a rigorous waste accounting campaign to develop a baseline for our 2030 waste goal. We dove deep into our landfill information, identifying each of the material types we send to landfill (including both production and business wastes).

We also initiated an internal campaign to collect employee ideas on how best to reduce our landfill use. In addition, we engaged the Research and Development (R&D) community through our landfill waste volume reduction core team and held ideation sessions between R&D and each of our business segments to identify further ideas that may need technical assistance. Currently, several capital investment options are being considered for significant landfill volume reductions. Moving forward, we will work with our vendors to reduce waste through several endeavors, including packaging materials sent to us, developing new processes or equipment to remain net neutral or provide a reduction in landfill intensity, and recycling our waste materials, if possible.

Chemours is also exploring becoming Green Circle or UL Certified, which would include an in-depth 3rd party assessment of our progress, management, and approaches to our landfill use as Chemours begins to have zero landfill facilities. Read more about the evaluation of our EHS management system in [section 403](#).

GRI 306 Effluents and Waste

306-2 Waste by type and disposal method

Waste data for 2016 and 2017 are restated in this 2018 report due to a reclassification of how co-products materials are classified at some of our manufacturing facilities. Co-products were previously misclassified as recycled/reused waste and should have been classified as salable products. 2016 and 2017 production, intensity, and recycling numbers were updated to reflect our new methodology.

Chemours began collecting recycling information from each of our manufacturing sites starting in 2017. In 2018, we merged recycling and reuse into one category in order to ensure that all sustainable waste treatments are captured. Recycling numbers reported in 2017 reflect recycling only and do not include reuse data. 2018 was the first year that Chemours began collecting data for reuse, compost, and on-site storage.

Hazardous waste quantities by disposal method (metric tons)	2016	2017	2018
Recycling/reuse*	-	0	1,000
Composting*	-	-	0
Recovery (including energy recovery)	0	1,000	1,000
Incineration	12,000	12,000	11,000
Deep well injection**	372,000	406,000	388,000
Landfill	10,000	10,000	7,000
On-site storage*	-	-	17
Total hazardous waste	394,000	429,000	408,000
Hazardous waste intensity (MT/MT sales product)	0.19	0.18	0.20
Outside the US hazardous waste	6,000	8,000	7,000
US hazardous waste	388,000	421,000	401,000

*New reporting metrics for 2018. Data are not available for all reporting years.

**Reported on dry-basis.

Nonhazardous waste quantities by disposal method (metric tons)	2016	2017	2018
Recycling/reuse*	-	11,000	16,000
Composting*	-	-	0
Recovery (including energy recovery)	0	3,000	4,000
Incineration	8,000	20,000	22,000
Deep well injection**	3,000	9,000	11,000
Landfill	842,000	981,000	1,043,000
On-site storage*	-	-	0
Total nonhazardous waste	853,000	1,024,000	1,096,000
Nonhazardous waste intensity (MT/MT sales product)	0.41	0.43	0.55
Outside the US nonhazardous waste	360,000	507,000	536,000
US nonhazardous waste	493,000	517,000	560,000

*New reporting metrics for 2018. Data are not available for all reporting years.

**Reported on dry-basis.

Total waste quantities by disposal method (metric tons)	2016	2017	2018
Recycling/reuse*	-	11,000	17,000
Composting*	-	-	0
Recovery (including energy recovery)	0	4,000	5,000
Incineration	20,000	32,000	33,000
Deep well injection**	375,000	415,000	399,000
Landfill	852,000	991,000	1,050,000
On-site storage*	-	-	17
Total waste	1,247,000	1,453,000	1,504,000
Total waste intensity (MT/MT sales product)	0.60	0.62	0.75
Outside the US waste	366,000	515,000	542,000
US waste	881,000	938,000	962,000

*New reporting metrics for 2018. Data are not available for all reporting years.

**Reported on dry-basis.

The approximate 4% increase in total waste in 2018 relative to 2017 can be explained by annual variations in manufacturing efficiencies and improvements in our waste accounting methodologies.

When measuring our landfill intensity, Chemours considers only manufacturing waste generated as part of our routine operations, including production waste and business waste/general trash. We do not include waste generated as part of a one-time event, such as construction activities, which may vary widely year over year and are not directly connected to our manufacturing operations. For 2018, our total manufacturing waste volume sent to landfills was 775,000 m³.

Landfill waste by category	2018 waste (m ³)	Manufacturing waste (m ³)	One-time event waste (m ³)
Production waste	700,000	700,000	0
Construction waste	41,000	0	41,000
Business waste (general trash)	75,000	75,000	0
Total	816,000	775,000	41,000

2018 landfill volume quantities were calculated using measured waste quantities and site-specific waste density information. This is the first year these data were available. Landfill volume intensity is calculated on a per unit sales product basis. In 2018, our landfill volume intensity was 0.39 m³ per metric ton of sales product. Year over year comparisons between landfill volume intensity values are not appropriate at this time due to 2018 being the first year where site specific waste density information is available.

Waste to landfill	2016*	2017*	2018
Hazardous landfill volume (m ³)	9,000	9,000	6,000
Nonhazardous landfill volume (m ³)	718,000	874,000	769,000
Total landfill volume (m³)	727,000	883,000	775,000
Landfill volume intensity (m ³ /MT)	0.35	0.37	0.39

*Landfill volume data for 2016 and 2017 estimated using average densities for each Chemours business.

306-3

Significant spills

There were no significant spills in 2018 resulting in serious injury or a significant impact on the environment.

	2016	2017	2018
Number of significant spills	0	0	0

306-4

Transport of hazardous waste

Chemours follows all local laws and regulations for the treatment, transportation, and disposal of hazardous waste. Chemours also follows an off-site waste facility standard, which requires the use of approved vendors and facilities. These vendors and facilities are qualified through auditing and due diligence with both our procurement and EHS organizations.

Hazardous waste transported (metric tons)	2016	2017	2018
Hazardous waste transported*	13,000	15,000	13,000
Hazardous waste imported	0	0	0
Hazardous waste exported	0	0	0
Hazardous waste treated	13,000	15,000	13,000

*Transported waste includes any waste materials that are moved off-site

Percentage of hazardous waste shipped internationally	2016	2017	2018
Percent of waste shipped internationally	0%	0%	0%

306-Indicator Packaging waste

Our product packaging has a direct impact on the amount of waste generated and landfill space used by our customers. As we work to reduce our landfill impact, we are thinking about how we can impact our customers, as well. We continually look for packaging alternatives that can be recycled by our customers or returned to us for reuse.

In 2018, almost 50% of our products were shipped to our customers in packaging that was either reusable or recyclable. Examples of reusable packaging include railcars, tank and bulk trucks, ISO containers, Flo-Bins, and barges. Examples of recyclable packaging include static dissipative flexible intermediate bulk containers (FIBC-D), plastic drums and pails, and metal drums.

Packaging waste	Titanium Technologies	Fluoroproducts	Chemical Solutions	Chemours total
2018 Percent of products sold in reusable or recyclable packaging	39%	75%	50%	47%

Topic-Specific Disclosures

Corporate Culture

103-1 Explanation of the material topic and its boundary

Our continued growth and ability to compete depends on our investment in our people and in creating a vibrant workplace culture to attract future employees. We work to foster a rewarding and productive workplace experience by prioritizing inclusion and diversity, practicing effective communication and delegation of responsibility, displaying strong company values, and investing in employee development and well-being.

Inclusion and diversity (I&D) impact all employees, contractors, customers, and the communities in which we work and serve. A diverse and inclusive culture that values and embraces differences is rooted in our culture and core values and is key to our success. I&D contributes to making Chemours a great place to work, enhances our innovation and customer experience, and strengthens our understanding of the communities we serve. We believe leading with inclusion organically advances diversity.

Our approach to workplace culture is aligned with the [United Nations Sustainable Development Goals \(SDGs\)](#); SDG 5 - Gender Equity (targets 5.1 and 5.5), SDG 8 - Decent Work and Economic Growth (targets 8.5 and 8.8) and SDG 10 - Reduced Inequalities (targets 10.2 and 10.3), and to a lesser extent with SDG 3 - Good Health and Well-Being (targets 3.4, 3.5, 3.7, and 3.8), SDG 4 - Quality Education (target 4.4), and SDG 16 - Peace, Justice, and Strong Institutions (target 16.7).

Read more about employee initiatives in the [2018 Corporate Responsibility Commitment \(CRC\) report](#).

103-2 The management approach and its components

Chemours is developing a long-term strategy to support employees at every stage of their careers—from recruitment and onboarding, to career development and training, to performance management, and finally to succession planning. Together, we are building a culture where all people are included. At Chemours, differences are a source of strength and cause for celebration. We ask our employees both to listen and speak up, so no one is held back by bias or prejudice. We enforce standards of conduct to ensure that every employee feels safe in an open and trusting environment.

Creating a Culture of Inclusion and Diversity

Chemours needs multifaceted perspectives that can only come from a diverse, gender-balanced workforce. Inclusion does not mean homogenization. We will only accomplish our aggressive business goals by tapping into a vibrant and empowered workforce that leverages our differences to solve the world's challenges through the power of chemistry. Our future and the future of chemistry and science depend on a multiplicity of viewpoints, ideas, actions, and experiences—something that can only be created by a diverse workforce representative of the world in which we live.

In our 2017 Corporate Responsibility Commitment (CRC) report, we introduced our 2030 CRC goals, which included bold goals to accelerate creating an inclusive workplace:

- 50% of all global positions filled with women
- 20% of all US positions filled with ethnically diverse employees

Employee demographics at year end 2018 provide the baselines for our 2030 goals. Our starting points on our journey are 22% women in our Chemours global population and 19% ethnically diverse employees in our US workforce. See [section 403-3](#) for more information.

Our strategy to achieve a diverse and gender balanced workforce, follows a holistic five-pronged approach:

- Pipeline—Building and creating initiatives to develop a diverse pipeline of future, talented employees
- Attraction—Developing a compelling brand persona to attract and recruit the best and brightest talent
- Selection—Awareness and knowledge to identify the best talent internally and externally for every Chemours position
- Development—Provide the resources to empower the Chemours workforce to grow and increase their knowledge and skills
- Retention—Creating a culture where each individual can be their best self will enable us to retain the best talent

In 2016, we introduced employee resource groups (ERGs) to foster employee connectivity, professional development, and provide input to improve business processes in support of a more inclusive culture. Our seven ERGs set annual goals to improve diversity in our talent acquisition, develop personally, and enhance our local communities. Read more about our ERGs in our [2018 CRC report](#).

Our Code of Conduct ensures our commitment to creating a diverse workplace by steering our organization on a full range of ethical issues—from anti-discrimination to harassment. In addition, our ethics champions network and ethics hotline are resources available to all employees to answer questions and reinforce our commitment to responsible and ethical business conduct. Learn more about these resources in [section 102-16, 17](#).

Empowering Our Employees

Chemours supports every employee in developing their career, fostering a workplace culture that allows individuals and teams to flourish. We are committed to providing opportunities for our people to thrive, investing in training and development and helping employees lay the groundwork for sustainable career growth. Our programs follow the 70:20:10 development model, where 70% of employee development comes from on the job experiences, 20% through coaching and mentoring, and 10% through formal training.

We focus on helping our employees hone the skills needed to excel in their roles and achieve their long-term career goals. We practice a self-directed development model in which employees and their managers collaborate to determine the most beneficial training programs and development opportunities on an individual basis. We encourage our employees to own their careers by taking the lead in their own professional development and provide multiple on-line tools to help them in their journey. In late 2016, we launched a training program we call Ability to Execute (A2E), focusing on employee development and company culture, which is now available in four languages on desktops, mobile phones, and tablets. In 2018, we offered the A2E program to all global employees and had close to a 100% completion rate. We continue to offer A2E to all new hires and interns. Ability to Execute provides our employees with clear expectations on how we work together and with a variety of tools that help us deliver on those expectations. Chemours also provides core competency training throughout all the levels of our organization, focusing on safety, ethics and integrity, cybersecurity, technical training, and many other subjects.

We believe the power of chemistry can create a more colorful, capable, and cleaner world, and everyone at Chemours takes ownership to deliver on our purpose. We help by creating an environment that is inclusive, collaborative, and purpose-driven and provide a thriving workplace culture that allows individuals and teams to flourish. The first step in achieving this is to listen, which we do through a yearly workplace culture survey. The survey collects employee information on a series of topics from leadership to work environment. Results are then compared to a database of more than 1,700 organizations providing an accurate predictor of performance potential as well as details on critical areas of development for specific groups.

In our third year, 2018 participation and engagement rates increased by 8% and we are making progress towards our goal of 100% employee participation. We use the data collected in the survey to identify programs to better engage employees and further improve our workplace culture, such as the introduction of the A2E training and the launch of The Orange Book, our employee handbook that brings to life our Chemours values and the behaviors employees need to be successful in their careers.

	2016	2017	2018
Ranking	Bottom quartile	2 nd quartile	2 nd quartile
Participation Rate	56%	72%	80%

Read more about our workplace culture survey in our [2018 CRC report](#).

GRI 401 Employment

401-1

New employee hires and employee turnover

New Employee Hires during 2018 - Total: 1,027

New hires by age		
Under 30	498	49%
30-50	422	41%
Over 50	107	10%
New hires by gender		
Female	277	27%
Male	693	67%
Undefined	57	6%
New hires by region		
Asia Pacific	75	7%
Europe, Middle East, and Asia	100	10%
Latin America*	68	7%
North America	784	76%

*Includes Mexico

Employee Turnover during 2018 - Total: 951

Employee turnover by age		
Under 30	249	26%
30-50	254	27%
Over 50	448	47%
Employee turnover by gender		
Female	262	27%
Male	679	71%
Undefined	10	2%
Employee turnover by region		
Asia Pacific	79	8%
Europe, Middle East, and Asia	52	5%
Latin America	77	8%
North America	743	79%

*Includes Mexico

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Chemours offers paid vacation; holiday; leave programs; medical plans; life insurance; disability and invalidity coverage; business travel accident coverage; parental leave for birthing parents, nonbirthing parents, and adoptive parents; retirement provision; and stock ownership benefits (US only) to all full-time and part-time employees (20 or more hours a week). Benefits are aligned with local laws and requirements. We do not offer benefits to temporary employees, interns, or co-ops.

Chemours defines a significant location of operations as a site with 50 or more employees.

GRI 404 Training and Education

404-1 Average hours of training per year per employee

Chemours provides core competency training throughout all the levels of our organization, focusing on safety, ethics and integrity, cybersecurity, technical training, and many other subjects. Our current training programs are offered by individual functions, which makes it difficult to aggregate total employee training hours. We plan to integrate all our training under an enterprise wide learning management system and will report employee training data in future years.

404-2 Programs for upgrading employee skills and transition assistance programs

Chemours offers a variety of programs for employees to upgrade their skills and further their careers. Our programs include the executive development program, front line supervisor development program, Ability to Execute training, and career tools such as individual development plans and 360 Feedback tools. In addition, self-development opportunities are available around the clock through an extensive on-line eLearning library in Udemy.

Semi-annual performance reviews combined with annual career development planning and ongoing feedback help our people measure performance, recognize accomplishments, and identify areas for continued development. Our individual development plan emphasizes learning from a combination of experiences, exposure opportunities, and formal training.

In many cases, the best candidates for open positions are already working at Chemours. When business cycles or other forces drive changes in our staffing needs, we take steps to retain and promote our people. This includes promoting part-time workers into full-time positions, transferring employees into equivalent positions in other departments, and training employees for new assignments with greater responsibility.

We also include benefits for employees who retire, such as benefits counseling for employee retirement planning purposes; access to HR and retiree service call centers for personalized answers to HR questions; and pre-retirement planning for intended retirees.

In addition, we provide career transition assistance for employees who are separated from the company. Benefits include outplacement counseling services; severance pay, which can take into account employee years of service; limited insurance benefits; and job placement services.

404-3 Percentage of employees receiving regular performance and career development reviews

Performance management (PM) strives to maximize the connection between employee development and organizational performance. Both leaders and employees together play a key role in ensuring the effectiveness of PM by establishing SMART (specific, measurable, actionable, realistic, and time-bound) goals, encouraging continuous development feedback and dialogue, and reviewing progress on an on-going basis throughout the year. PM aligns with Chemours' overall employee development strategy by building skills that promote change, aligning behaviors with corporate strategies, and providing employees the opportunities to improve their performance and effectiveness.

Our PM cycle provides a structure to facilitate the alignment of expectations and goals, the integration of ongoing coaching and feedback, and the summary of contributions – including both “what” (core job, goals, impact) and “how” (behaviors/competencies). Setting clear, meaningful, and challenging performance expectations along with providing regular coaching and feedback are critical leadership skills.

Our leaders are encouraged to partner with their employees to identify their strengths as well as opportunities for development. This ongoing collaboration is one way we can engage our employees and drive our success.

The PM cycle concludes with an annual review. This discussion features recognition for contributions and feedback on areas for development for the future. In preparation, leaders gather multi-rater feedback throughout the year to enhance the quality of the discussion and ensure multiple inputs to performance ratings. These discussions determine strengths and opportunities, and encourage individuals to focus on career goals. Performance ratings are analyzed by gender and ethnicity to ensure no disparity exists.

Percentage of employees receiving performance management reviews in 2018

	Global workforce	Global leadership team	Chemours executive team	Total global employees
Men	42%	100%	100%	43%
Women	71%	100%	100%	72%
Undeclared	36%			36%

The above table depicts the percent of employees by gender and employee category who received a regular performance review in 2018 through our enterprise PM process. Our wage roll or nonexempt employees are not included in the enterprise PM process, as the majority of these employees are in operator, mechanic, or laboratory technician roles at plant sites that use site specific performance evaluation process for these employee groups. Since most employees in these roles are male, it is not surprising that only 43% of our global male population is included in the Enterprise Performance Management process.

GRI 405 Diversity and Equal Opportunity

405-1 Diversity of governance bodies and employees

The Chemours board is comprised of 9 individuals with diverse experience and credentials, selected for their acumen and ability to challenge and add value to management. Board members bring a depth of experience across a wide variety of industries. Each director has held significant leadership positions, providing the company with unique insights and fresh perspectives. To learn more about our board, see [section 102-22](#).

Gender and age composition of board of directors as of June 2019*

Gender	
Female	33%
Male	67%
Age	
Under 30	0%
30-50	11%
Over 50	89%
Ethnic diversity	
Ethnic diversity	11%

*Reflects recent appointment of new director to Chemours board.

Gender and age composition of global workforce as of December 31, 2019

Age	Global workforce	Global leadership team	Chemours executive team*	Total global employees
Less than 30	11%	0%	0%	11%
Between 30-50	51%	48%	22%	51%
Over 50	37%	52%	78%	38%
Gender				
Men	77%	67%	89%	77%
Women	22%	33%	11%	22%
Undeclared	1%	0%	0%	1%

*Reflects recent 2019 changes to the Chemours Executive Team.

At the end of 2018, women made up 22% of our global workforce—our baseline for our 2030 CRC empowered employees goal.

US employee ethnic diversity as of December 31, 2018

US ethnic diversity	US workforce	US leadership team	Chemours executive team	Total US employees
Ethnically diverse employees	19%	26%	22%	19%
Nonethnically diverse employees	78%	67%	78%	78%
Undeclared	3%	7%	0%	3%

At the end of 2018, ethnically diverse employees made up 19% of our US workforce—our baseline for our 2030 CRC empowered employees goal.

The workforce data are gathered through a centralized database containing all employee information. The employee data are updated by human resources and managers when employee information changes occur. The data represent the global employee population as of December 31, 2018, and include all permanent, full-time, and part-time employees. Temporary employees, contractors, and manual additions are excluded unless otherwise stated.

Additional employee data can be found in [section 102-8](#).

Topic-Specific Disclosures

Safety

GRI 403 Occupational Health and Safety

103-1 Explanation of the material topic and its boundary

Responsible chemistry begins with our focus on the safety of our people, contractors, communities, and the environment. For us, a safety obsession is deeply rooted in our responsible chemistry approach and serves as a core value of our culture. Ensuring safety and health is essential to everything we do at Chemours. Our commitment to safety extends not only to our colleagues and the communities in which we live, work, and play, but also to the communities through which we transport our products and the safety of our products themselves. Safety is also a key component to the [United Nations Sustainable Development Goals \(SDGs\)](#); SDG 8 – Decent Work and Economic Growth and to a lesser extent SDG 3 – Good Health and Well-Being.

Developing and producing innovative, essential chemistry solutions involves complex and challenging processes. Our environmental, health, and safety (EHS) management systems cover all employees and contractors globally to ensure standardization across our locations. We have a responsibility to ensure that each step in our operations and value chain is as safe as possible. From process to distribution safety, and everywhere in between, our obsession with safety is paramount to our success.

Chemours transports our products to over 3,700 customers in 120 countries. As our product transportation and distribution spans many miles, we find it imperative to responsibly manage, monitor, and improve safety in the transportation of raw materials to our production facilities, the shipment of our products, and the handling, use, and storage of those products by the end users.

Read more about our approach to safety in the [2018 Corporate Responsibility Commitment \(CRC\) report](#).

103-2 The management approach and its components

Safety responsibility is deeply embedded in all aspects of our business. We expect all employees—from executive leadership to front-line employees—to be accountable for their personal safety and to care for the safety and wellbeing of their co-workers and our communities. We rely on our front-line supervisors to drive our safety performance and culture. In addition to our front-line leaders, our businesses and sites maintain internal professionals to lead our safety and health management systems. We align our safety performance with the United Nations Sustainable Development Goals (SDGs); SDG 8 – Decent Work and Economic Growth (target 8.8).

Our environmental, health, and safety (EHS) governance process ensures alignment on our EHS strategic direction throughout the organization, consistent execution of our EHS management system, effective auditing and monitoring of performance metrics, and provides a structured decision-making process for adjustments. Our simple, yet rigorous policies, standards, and management processes ensure protection of people and the environment and differentiate us from our peers.

The Chemours EHS governance process operating model is both a top-down and bottoms-up system. We work across the enterprise to establish those policies, procedures, and standards that must be employed top down for consistent execution of our management system. At the same time, we also actively seek out feedback from our employees and other stakeholders in the spirit of learning and continuous improvement of our management systems. We expect every employee to comply with our environmental, health, safety, and corporate responsibility policy and expect the same from our customers and our suppliers.

The Chemours executive team (CET) is responsible for providing oversight of our EHS management system and annually reviews and signs off on our [environmental, health, safety, and corporate responsibility policy](#) (EHS&CR Policy). Corporate and site senior leadership assume accountability for the effectiveness of the management systems and ensure the policy is consistent with the long-term strategic direction and context of the company.

Senior leadership incorporates environmental, health, safety, and security risks and opportunities into long-term business planning, ensuring necessary resources exist to support safety and health activities. In addition, leadership is committed to investing in projects that ensure continuous improvement of our EHS management systems. Safety performance is reviewed during senior leadership meetings, and a member of the CET hosts periodic EHS town hall meetings that include environmental, health, safety, and security discussions.

Our EHS Council—a cross-functional team comprised of leaders from manufacturing, supply chain, logistics, and EHS—ensures alignment of our EHS management systems across our value chain. The EHS Council is responsible for proposing changes to our EHS&CR policy to the CET, approving corporate EHS standards, ongoing monitoring and evaluation of our EHS performance, and ensuring that our EHS business model and associated resourcing is appropriate to achieve our goal of top quartile EHS performance.

Cross-functional EHS enterprise networks—comprised of global EHS resources, as well as members of legal, logistics, regulatory experts, and others—ensure the consistency of our health and safety management approach across our footprint. These networks share information on incidents—whether E, H, or S—across the enterprise in the spirit of continuous improvement. Our EHS enterprise networks include a global safety and health professionals network, process safety network, electrical safety network, distribution strategy team, and contractor safety network.

- Corporate- and site-specific subject matter experts (SMEs)—including representatives from EHS, corporate, and manufacturing—are responsible for implementing and maintaining environment, safety, and health management systems on a day-to-day basis. Additionally, site managers, maintenance, operations, and engineering all play a role in keeping our sites safe and in complying with local permits and laws. Each site determines the roles and responsibilities in accordance with its specific needs.

In keeping with our commitment to the [Responsible Care®](#) Global Charter and Guiding Principles, we are always working toward continuous improvement of our EHS program. 2018 initiatives to help us reach our long-term safety goals include bolstering our process safety through equipment reliability, improving our distribution safety incidents record, completing transportation risk assessments on our delivery routes, and engaging with local first responders to prepare for potential emergencies.

Commitments

In 2018, we unveiled our Corporate Responsibility Commitment (CRC) goals, which includes a Safety Excellence goal to improve employee, contractor, process, and distribution safety performance by at least 75% by 2030. This goal measures employee total recordable incident rate (TRIR), contractor TRIR, process safety tier 1 Incident rate, and distribution incidents.

Other general commitments we operate under include:

- We invest in our people, our facilities, and our processes to protect the safety and well-being of our employees.
- We will embrace total worker health and prevent injury and illness by combining occupational health and safety with the promotion of healthy habits.
- We will provide programs to advance the physical and mental well-being of our employees.

These commitments are listed in our [EHS&CR policy](#). Read more about our safety programs in the [2018 CRC report](#).

On a regular basis, Chemours leadership reviews and analyzes environmental, health, safety, and security performance, including metrics, data, and trends. We collect information as required by regulatory requirements and Chemours internal requirements and track environmental, health, safety, and security performance. If deficiencies exist, leadership adjusts and implements corrective action plans, as appropriate.

Management Review

Leadership from Chemours corporate and individual sites review the EHS management systems annually to ensure their suitability, adequacy, and effectiveness. The management review includes follow up of previous reviews and assessing any changes in issues, risks, and opportunities. In addition, the review determines to what extent our objectives have been achieved. We assess trends and take an in-depth look at our performance. Lastly, we ensure we have adequate resources and identify any opportunities for improvement.

Actions identified in the management review are tracked as corrective actions, with responsibilities, actions, and deadlines identified and documented. All audit findings are recorded in our EHS software and tracked until completion. Additionally, findings are analyzed for trends and monitored periodically to ensure completion. Information is retained as required by regulatory requirements or Chemours internal requirements, whichever is more rigorous.

Internal Auditing Programs

Chemours has a robust audit program that consists of first- and second-party audits. First-party audits are completed by site resources on a periodic basis to ensure adherence to local, regulatory, and corporate requirements. First-party audits also serve as a platform to drive active participation from front-line employees and supervisors for development and coaching opportunities.

Chemours has an effective framework for second-party audits in which we evaluate and rank our sites by risk to ensure they are audited by knowledgeable and experienced auditors at the correct frequencies. The audit teams include internal Subject Matter Experts (SMEs) from different sites within the organization. They also follow specific protocols to meet the requirements of our management systems and achieve long-term continuous improvement.

In 2018, we conducted 26 second-party audits at our global manufacturing sites. These audits consisted of evaluating process safety, workplace safety, occupational health and industrial hygiene, distribution safety, electrical safety, and environmental performance.

External Auditing Programs

We demonstrate the performance of our environmental management system through our ISO 14001 certifications. Chemours believes third-party verification and transparent public reporting are essential elements of world-class environmental, health, and safety (EHS) performance and for building public trust. Most of our sites in Europe, Latin America, Asia Pacific, and the US have received third-party verification for compliance with ISO 14001, and we are making progress preparing for our Responsible Care® 14001 certification audit in 2019. In 2018, LRQA performed third-party ISO 14001 audits at five of our locations, including our headquarters in Wilmington, Delaware. All audit findings are recorded in our EHS IT software and tracked until completion, and we regularly analyze audit results to identify trends and opportunities for improvement. We view internal and third-party audits as opportunities to improve the effectiveness of our management systems.

In 2016, Chemours made a pledge to adopt the Responsible Care® guiding principles. Responsible Care® is an International Council of Chemical Associations (ICCA) initiative that paves the way to a healthier, safer, and more secure future for chemistry companies. In 2018, our team worked with an outside expert to conduct a gap analyses and create action plans on our journey to obtain Responsible Care 14001 Certification at US Chemical Manufacturing sites by the end of 2019.

Results

Some of the safety metrics we track and report include:

- Employee and contractor total recordable incident rates (TRIR)
- Employee and contractor lost workday cases (LWC)
- American Chemistry Council (ACC) tier 1 and tier 2 Process Safety Incidents, tier 1 Incident Rates
- Distribution Incidents

We benchmark these metrics against the US Bureau of Labor Statistics rates and the occupational safety metrics designed and reported by the ACC. In 2018, eight of our manufacturing facilities incurred zero employee or contractor events, and we awarded 11 sites—an increase from the previous year—with the EHS excellence award, which recognized those sites that reach the top quartile of ACC large member company performance.

403-1 Occupational health and safety management system

Chemours environmental, health, and safety management systems are designed to provide an organized approach for environmental, health, and safety management. The management system has processes to measure performance as well as identify risks and opportunities to ensure continual improvement of the system.

Our Corporate EHS Standards establish the foundation to mitigate hazards and establish safe work practices and were developed in accordance with Responsible Care® standards and industry best practices. Our EHS policies, standards, and guidelines apply to all Chemours facilities. In addition to our Corporate EHS standards, each site is responsible for establishing site-specific standards to successfully implement corporate standards and ensure adherence to any local compliance requirements. All employees are required to comply with EHS requirements. Employees are also actively encouraged and rewarded for their participation in and development of EHS programs. Two of our sites, Johnsonville, Tennessee and Corpus Christi, Texas, are certified to the OSHA Voluntary Protection Program. Read more about our EHS management systems in [sections 103-1, 103-2, and 103-3](#) above.

403-2 Hazard identification, risk assessment, and incident investigation

At Chemours, we are focused on the prevention and mitigation of risks that have the potential to impact people, the environment, and our business. Corporate standards for process hazards analysis (PHA), management of change, and high-risk activities provide the requirements for managing risks associated with routine and nonroutine activities. All Chemours employees and contractors have stop-work authority and are encouraged to use it when the safety of working conditions are uncertain.

PHAs are an effective tool to identify, evaluate, and develop methods to control significant hazards associated with high hazard processes. During a PHA, the risk of hazardous events is considered and recommendations for additional safe guards to reduce the risk to the appropriate levels are developed. PHAs use an organized, methodical study approach; seek to achieve a multi-disciplined consensus on hazard identification and control; and document results for future use in follow-up, emergency planning, and training of personnel involved in operating and maintaining the process. PHAs are completed throughout the life cycle of a process including, but not limited to, new facilities, existing facilities through cyclical reviews, management of change for small changes and projects, and other decommissioning related activities.

The PAUSE/STOP process is defined as a work stoppage by any employee for the purpose of reevaluating a task or a step within a task to prevent an undesired outcome. This can take place at the individual or crew level (PAUSE) or by a larger group to resolve a bigger issue (STOP). Example situations that may indicate the need to pause or stop work include an unplanned change in conditions or personnel, change in scope of work, and/or an unsafe act or condition observed.

All employees and contractors are encouraged to pause or stop work when warranted. We communicate the PAUSE/STOP work process frequently—for example, during new hire training, pre-job meetings, contractor engagements, and while performing task/job line ups. Line managers are responsible for creating a culture that empowers pausing or stopping work and ensuring follow-ups when stop-work is activated.

Chemours has developed a process to investigate, determine root causes, and implement corrective actions associated with EHS incidents. This process identifies a prioritization scheme associated with the significance of safety, health, or environmental impacts and distinguishes the level of investigation needed for incident-related findings, injuries, and near-misses.

In 2018, Chemours began an initiative to improve the training, tools, and mindset for diagnosing incidents and near-misses across the enterprise. Led by a project steering team, this effort integrates industry best practices with the goal of enhancing root-cause analysis methodologies, deploying a new training curriculum, and developing internal competencies that aim to improve operational performance.

Chemours is also focused on the potential risk that transportation of our products presents. To mitigate the risk, we review the hazards presented by transportation of the individual products and conduct transportation risk assessments of identified high-risk products. During the transportation risk assessment, we review and identify the hazards presented by the product, the impact the product could present during an incident, safeguards to prevent and/or mitigate the potential risk, and make improvements to our process as needed to reduce the potential risk. The risk assessments are reviewed with leadership for concurrence and assignment of any identified improvement actions.

403-3 Occupational health services

Chemours utilizes company-wide occupational health and medical standards and guidelines to provide occupational medicine and industrial hygiene services at each of our manufacturing sites, and many of our other locations, such as corporate offices and R&D facilities. Occupational medicine resources provide emergency care to anyone in need. We implement targeted medical surveillance programs based on specific risk criteria, disability and work restriction management, and travel health precautions, among other services. Industrial hygiene resources work with local line management in the recognition, evaluation, and control of a wide range of potential occupational health risks.

403-4 Worker participation, consultation, and communication on occupational health and safety

To achieve our safety excellence goal to reduce 75% of incidents by 2030, we must understand at all levels how to improve our safety management systems. In addition to our front-line engagement efforts, many Chemours sites have regular safety leadership and activities teams—comprised of members from all job functions and levels of employment—to review metrics, audit results, and other performance data for trends and countermeasures; provide feedback and direction on site standards and practices; and develop and plan safety and health activities. The safety leadership and activities teams meetings vary by site and business teams but typically occur on a monthly basis. In 2018, Chemours developed the framework to launch its first safety perception survey in early 2019 - designed to learn from our employees on how we can do better. Results from this survey will be used to identify strengths and improvement opportunities within our EHS programming.

Shop Floor Engagement Team

Hand safety team (HST): The HST achieved a 66% reduction in hand injuries since its inception in 2016. The basis of that success is engaging employees at the shop floor level to identify both hand safety hazards and the ways to correct or protect the employee from that hazard. To build upon that success, the HST was reorganized and its scope modified to engage a larger audience and to work on low hazard high frequency hazards as identified throughout the year. The “team” now comprises 55 people at 22 sites across the globe (an increase of 140 and 57% respectively) and has adopted the name shop floor safety team or SFST. While all members can't always participate due to shift fluctuation and work load, a standing call is scheduled monthly for the team to raise up issues for discussion and develop strategies to resolve. This year, we created a standing agenda item called our “safety share” for the selected site to identify a site best practice/policy/tool/material to share with the larger group for (potential) adoption at other sites.

A second team chartered in 2018 is the contract partner team. This team is comprised of representatives from each of the resident contractors working at Chemours US sites and meets monthly. The team was formed for the purposes of keeping contractors informed of changes to Chemours policies, standards, and guidelines and provide a forum for contractor feedback. In 2019, the composition of this team was expanded to include other master service and resident contractors. In addition, the content of the meeting now utilizes the same safety share process implemented with the SFST. This team doesn't develop products like the SFST but rather focuses on sharing information for awareness, the discussion of lagging indicators for the purpose of heightening awareness, and the exchange of best practices for the purpose of continuous improvement in the maintenance and construction function.

403-5 **Worker training on occupational health and safety**

Our safety-obsessed culture requires and encourages employees to seek out training opportunities to increase safety literacy and capability at our sites. We offer different types of training depending on learning styles, abilities, and needs. In 2018, our employees and contractors completed approximately 20 thousand hours of classroom training and an additional 20 thousand hours of computer-based training.

Our computer-based training consists of 40 EHS training courses through our online learning portal, The Learning Manager. The courses range from broad-based courses to specialized courses, for example for hazardous activities or electrical safety professionals.

We constantly work on improving our training efforts. Chemours has a training and development network that meets monthly with a goal to provide leveraged support in training and compliance for sites, as well as to share best practices through inclusion and teamwork. In 2018, we refreshed offerings to build our trainers' skills in our developing effective training course and in our train the trainer courses. The advancement offers sites with capabilities to provide additional training in-house with more proficient trainers and facilitators, ensuring accurate knowledge transfer.

403-6 **Promotion of worker health**

Chemours strives to keep all employees safe and healthy—whether in our facilities or at home with their families. We offer each employee a broad range of benefits which include group medical, dental, and vision plans from local providers in the countries in which we operate, as well as access to insurance coverage. Our employees can choose whether or not to subscribe to a plan that also includes their family members. Chemours contributes a significant portion of medical and healthcare service costs as we believe access to these services are critical to the health of our employees. In many countries, we offer financial incentives for the completion of our free tobacco cessation counseling sessions and for annual health screenings, which identify opportunities to improve an employee's health.

Though our corporate benefits provide many avenues to voluntarily participate in health promotion activities, we find that these programs work best when administered at a local level. Many of our sites promote worker well-being and encourage a healthy lifestyle in their own unique style. For example, in West Virginia, a passionate team built their employee well-being program around the four pillars of physical wellness, nutritional wellness, mental wellness, and financial wellness. The team's strategy is to engage, educate, and encourage through specific initiatives that are measurable—not just with our employees at the plant, but also with their families in the broader community.

403-7 **Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**

To prevent or mitigate unintended negative occupational health and safety impacts linked to our operations, we assess EHS and corporate responsibility risks and opportunities in our annual strategy and budget processes. For example, our capital planning processes require a robust assessment of EHS risks and mitigation planning. Additionally, our merger and acquisition processes evaluate EHS risks in early stages, and our corporate EHS Standards require an assessment of risks prior to any transaction. Any acquisitions are fully integrated into our EHS management systems to prevent inconsistencies. Read more about the connection between safety and our business success in [sections 103-1, 103-2, and 103-3](#) above.

403-9 **Work-related injuries**

Chemours considers both employees and contractors in its review of occupational safety. Each month, Chemours corporate EHS releases a report that includes a number of metrics benchmarked against the American Chemistry Council's (ACC) large-member companies top quartile (e.g. top 25%) performance, including the total incident rate. The total incident rate is a calculation that finds the number of work injuries and incidents per 100 full-time employees over the 2,000 hours they each work per year. In the US, the Bureau of Labor Statistics (BLS) provided additional metrics for comparison.

In 2018, Chemours employees worked more than 15 million hours, with 21 recordable injuries. Our contractors worked more than 11 million hours, with 13 recordable injuries. The most common injuries included strains and sprains, cuts, and chemical exposures. Our 2018 employee total recordable incident rate was 0.28, a slight increase from 2017. The 2018 ACC large member company top quartile total recordable incident rate average was 0.19 and the most recent 2017 BLS North American Industry Classification System (NAICS) code for chemical manufacturing average for total recordable cases was 2.0.

For contractors, we saw a slight decrease in total recordable cases and a large decrease in lost workday cases when comparing 2018 to the previous year. The Chemours 2018 contractor total recordable incident rate was 0.23. The 2018 ACC large member company top quartile Contractor Recordable Injury Rate average was 0.20, and the most recent 2017 BLS NAICS code for construction was 3.1. As with all our safety parameters, we are evaluating results and always plan for improved safety. Read more about our risk and hazard management and continuous improvement actions in [sections 403-1 through 403-7](#).

Employee Safety Events

Year	Lost workday cases	Total recordable cases	Total recordable incident rate
2016	10	47	0.60
2017	2	19	0.26
2018	4	21	0.28

Contractor Safety Events

Year	Lost workday cases	Total recordable cases	Total recordable incident rate
2016	1	12	0.26
2017	4	14	0.31
2018	0	13	0.23

403-Indicator Process safety

At Chemours, we are committed to safely managing high hazard chemical processes and achieving world class process safety performance. We strive to eliminate and reduce risk to people, the environment, and the business through resilient systems and a continuous improvement mindset, never satisfied on our journey to achieve zero harm. Our core values drive a relentless pursuit of process safety excellence to exceed the expectations of employees, communities, and the customers we serve.

Chemours continuously works to improve and enhance our process safety performance. In 2018, we evaluated our safety management systems to identify and mitigate potential risks with the objective of shifting performance in future years. In response to our performance trend and the expectation of year-over-year improvement, we doubled down on our process safety efforts by developing a strategic improvement plan and launching an enterprise-wide initiative to improve the performance reliability of our equipment.

Our process safety competency developed a three-year strategic improvement plan to enhance process risk management programs, develop organizational resilience, and drive a culture that promotes process safety. Additionally, our mechanical integrity and quality assurance service center furthered our product safety efforts through launching an enterprise-wide initiative in 2018 to prompt a step-change in equipment performance reliability. This global effort will span all manufacturing facilities and will deliver enhanced systems to manage the process technology design basis for all equipment and quality assurance processes to ensure equipment is maintained throughout its life cycle. These efforts apply to maintenance procedures, training, quality control, testing, inspections, repairs, changes, reliability engineering, and other ancillary support processes.

Total Process Safety Events

	2016**	2017**	2018**
Tier 1 events	2	1	5
Tier 1 rate	0.02	0.01	0.04
ACC tier 1 rate top quartile benchmark	0.05	0.02	0.02
Tier 2 events	13	12	14
Tier 2 rate*	0.10	0.10	0.11

*Benchmark not available

**Process Safety Event (PSE) Rate (unit=number of events per 100 workers)

Differences from year-to-year of the total number of tier 1 and tier 2 events indicate a nominal variation in performance across manufacturing facilities in processes and management systems. Given the performance trend and expectation of year-over-year improvement, enhancements to safety management systems were identified, planned, and initiated with the objective of shifting performance in future years.

403-Indicator Distribution safety

Three goals drive our management of distribution safety. Our first goal is to simplify the way we work by making our transportation model efficient and effective. This includes completing transportation and distribution assessments to minimize hazards for routes used to transport high-risk materials. Our second goal is to improve efficiency with our value chain partners, which leads to simpler, more streamlined methods for distribution. Our final goal is to build on our success. To strive for this goal, we chartered a distribution safety and strategy team (DSST) to challenge ourselves to make distribution safety improvement.

In order to promote safety throughout the entirety of our value chain, Chemours tracks, manages, and continuously develops methods for improving transportation and distribution safety. For our business, it is necessary that raw materials and chemicals—some of which are hazardous—are safely transported to and distributed from our facilities. As such, we annually track important distribution safety incidents to evaluate our performance and develop and implement key initiatives aimed at improving and maintaining distribution safety.

Annual Distribution Incidents

Year	Distribution incidents
2016	2
2017	7
2018	3

In 2018, we created the DSST to pursue progress towards distribution incident reduction. Moving forward, the DSST will review distribution safety performance, create a strategic vision for our distribution safety program, and identify key areas for improvement needed to reach our Corporate Responsibility Commitment goals.

In line with forward-thinking process, Chemours is exploring the use of a distribution safety severity rating (DSSR) for our incidents. Implementing a DSSR would allow Chemours to focus on the elimination of severe incidents with potential community impacts. Additionally, a DSSR would allow Chemours to better benchmark against our industry peers.

GRI 307 Environmental Compliance

103-1, 2, 3 Management Approach

Through our issue assessment process, our stakeholders told us environmental compliance was not among our most significant environment, social, and governance (ESG) issues. However, we understand this topic may be important to some stakeholders, and therefore, report on our performance to inform our stakeholders. We are committed to operating with unshakeable integrity and to complying with all environmental laws and regulations in the global regions where we operate.

We demonstrate the performance of our environmental management system through our ISO 14001 certifications. Chemours believes third-party verification and transparent public reporting are essential elements of world-class environmental, health, and safety performance and for building public trust. Most of our sites in Europe, Latin America, Asia Pacific, and the US have received third-party verification for compliance with ISO 14001, and we are making progress preparing for our Responsible Care® 14001 certification audit in 2019.

For more information on our ESG issue assessment, see [sections 102-46 and 102-47](#). Read more about our environment, health, and safety (EHS) management system and our approach to environmental compliance in [section 403](#) and in the [2018 Corporate Responsibility Commitment \(CRC\) report](#).

307-1 Noncompliance with environmental laws and regulations

Chemours commits to preventing releases to the environment at our manufacturing sites to keep our people and communities safe and to be good stewards of the environment. Our EHS policies reflect this commitment. Fines and nonmonetary sanctions may arise from environmental liabilities that include claims for matters that are liabilities of DuPont and its subsidiaries, which we may be required to indemnify pursuant to the Separation-related agreements executed prior to the Separation.

Information regarding environmental matters is included in several areas of Chemours' [2018 Annual Report on Form 10-K](#), including:

- Item 1A – Risk Factors, beginning on page 11
- Item 3 – Legal Proceedings, under the heading “Environmental Proceedings”, beginning on page 27
- Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations, beginning on page 34
- “Note 3 – Summary of Significant Accounting Policies”, beginning on page F-10
- “Note 21 – Commitments and Contingent Liabilities” to the Consolidated Financial Statements, beginning on page F-41

Topic-Specific Disclosures

Stakeholder Engagement

103-1 Explanation of the material topic and its boundary

The local communities hosting our global operations and offices are vital to the success of our company. In 2019, Chemours conducted an issue assessment (also known as a sustainability materiality assessment) to identify the environmental, social, and governance (ESG) topics that influence the judgement and decisions of—or have an impact on—our external and internal stakeholders. Through this process, our stakeholders told us that a focus on stakeholder engagement was not among our most significant ESG issues. However, engaging with the local communities in which we live and work is core to who we are, and we understand it may be particularly relevant to specific groups of stakeholders. We therefore wish to share elements of our management approach and annual performance in this GRI Content Index.

Our hometowns provide necessary services for our sites and the families of our employees in addition to a strong pipeline of talented, future workers. Our commitment to our communities and neighbors begins with our values and our dedication to the high standards we set for ourselves and our stakeholders. We commit to being good citizens, upstanding stewards of our local environmental resources, and good neighbors with unshakable integrity. We believe investing in our communities is the right thing to do for the health of our world, our business, and our employees.

Our commitment is aligned with [2030 Agenda for Sustainable Development](#), adopted by all United Nations Member States in 2015. The agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the [17 United Nation Sustainable Development Goals \(SDGs\)](#), which are an urgent call for action by all countries—developed and developing—in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth—all while tackling climate change and working to preserve our oceans and forests.

Read more about local communities in our [2018 Corporate Responsibility Commitment \(CRC\) report](#).

103-2 The management approach and its components

In 2017, we defined a strategic framework to focus our community investments in a meaningful way to improve lives in our local communities. This work helped shape our three focus areas: 1) increasing access to science, technology, engineering, and math (STEM) skills; 2) investing in community safety programs; and 3) supporting environmental stewardship programs.

We formalized our plans in our 2030 Corporate Responsibility Commitment (CRC) vibrant communities goal:

- Invest a total of \$50 million in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs

This goal includes all grants, partnerships, in-kind donations, or sponsorships globally that align to our three focus areas. Initiatives include providing scholarships for high school students pursuing STEM careers, offering work-based learning programs to prepare men and women for technical careers, establishing nature preserves near our sites, leading safety workshops for safety educators and first responders, and sponsoring company-wide days of service—to name a few.

Through these programs we support several targets under the UN SDGs; SDG 4 – Quality Education (targets 4.1, 4.3, and 4.4), SDG 6 – Clean Water and Sanitation (target 6.6), SDG 8 – Decent Work and Economic Growth (target 8.8), SDG 11 – Sustainable Cities and Communities (target 11.7), and SDG 15 – Life on Land (targets 15.1, 15.5, and 15.8).

In 2018, Chemours invested \$2.2 million in our communities where we live and work. We began developing our 2030 investment roadmap and set interim targets to help track our progress meeting our \$50 million 2030 goal.

We also assembled a cross-functional global vibrant communities and philanthropy leadership team to review and approve our community-related engagements. This team leverages an internal management system to capture and manage grant requests. In addition, we have implemented an online grant request portal to enable more efficient receipt, evaluation, distribution, and tracking of our grants. The new grant request system is designed to provide a positive end user experience for all our internal and external grant requestors and more accuracy in our reporting process. The system will send a brief survey to all grant submitters to gauge ease-of-use and identify any potential areas for improvement.

The Chemours Code of Conduct and our corporate values and vision guide our community impact decision-making. To further drive our vibrant communities goal, we are developing the vibrant communities standard operating procedures and policy, targeted for completion in 2019.

103-3 Evaluation of the management approach

Chemours assurance services and/or independent, third-parties will audit our donation process on a regular basis to ensure compliance and make recommendations for improvement. In addition, we may audit organizations receiving funding at any time for any reason. Our donation policies are also reviewed regularly to ensure best practices.

Any issues or concerns can be escalated to the [Chemours ethics hotline](#), a multi-lingual service available 24 hours a day, 7 days a week. The hotline is accessible by both employees and the public, including our local communities. In 2018, no complaints were submitted and given the recent launch of our revised vibrant communities programming, an audit has not yet been completed.

GRI 413 Local Communities

413-1 Operations with local community engagement, impact assessments, and development programs

We operate in a world that demands more from us as a company, and that includes our stakeholders in and around the communities in which we live, work, and play. All Chemours manufacturing locations have active community feedback mechanisms in place, with most sites having community advisory panels or boards (CAPs). The CAP consists of a diverse group of individuals who live around a Chemours site and who represent the voice of the community, including members from academia, local government officials, civic organizations, local businesses, religious organizations, and nearby residents.

The CAP is a forum for open and transparent discussion between community members and site management to provide input that guides our community presence. The CAPs liaise with other community members to share information about plant sites and to serve as the pulse of the community by collecting feedback to help guide our understanding of, and engagement with, their local communities. They also advise site leadership teams of the educational and social needs of the site's near-neighbor communities.

Approximately 25% of our operations have formalized community engagement, impact assessment, and development programs in place. In 2019, we will formalize this process across sites to ensure visibility and support for our vibrant communities goal.

In 2018, we demonstrated our commitment to serving our communities through a newly introduced paid day of service, dedicated to providing employees the ability to give back and make a positive difference in the communities in which they live and work. More than 115 employees in Wilmington, Delaware participated in a day of service honoring Dr. Martin Luther King Jr., which included serving free meals to the community. At our Dordrecht, Netherlands location, our employees celebrated a day of service by preparing gardens for springtime at a home for elderly individuals. We are proud of the work done by our employees around the world and look forward to many more years of the day of service. Read more about how we manage employment in [section 401](#).

Topic-Specific Disclosures

Product Sustainability

103-1 Explanation of the material topic and its boundary

At Chemours, we aspire to improve the lives of people everywhere by harnessing the power of chemistry. From cooling homes to promoting safer mobility, we are reimagining our product portfolio to create a better, more comfortable world without harming the planet. We align our product sustainability strategy with the [United Nations Sustainable Development Goals \(SDGs\)](#); SDG 2 - Zero Hunger, SDG 3 - Good Health and Well-Being, SDG 7 - Affordable and Clean Energy, SDG 9 - Industry, Innovation, and Infrastructure, SDG 11 - Sustainable Cities and Communities, SDG 12 - Responsible Consumption and Production, and SDG 13 - Climate Action.

Product sustainability at Chemours includes product stewardship; product regulatory compliance and advocacy; product regulatory data and systems; and toxicology, epidemiology, and risk assessment. Together, they form the foundation of our product sustainability management system. By leveraging data and knowledge, we can better anticipate risks with the potential to impact our products or processes, and we can make more informed and responsible decisions. These competency areas drive the efficacy of our current and future product portfolio and underpin our commitment to product sustainability.

Our commitment to product sustainability is fully integrated into our business processes to identify, manage, mitigate, and eliminate risks throughout the product life cycle. Our comprehensive, holistic approach includes systems for managing and maintaining hazard and exposure evaluations, risk assessments, product registrations, and classification and labeling. Our product sustainability approach applies to all phases of the product life cycle, from concept to final disposition, as impacts can occur along the life cycle from research and development, to operations, and downstream uses and disposal. Through our strong product sustainability commitment and processes, we can meet demands of a changing world while balancing the environmental and social impact of our product portfolio.

Read more about product sustainability in our [2018 Corporate Responsibility Commitment \(CRC\) report](#).

103-2 The management approach and its components

Mission and Commitment

The mission of product sustainability is guided by three principles: to operate legally, deliver safe products, and with the trust of stakeholders. The foundation of product sustainability starts with the product stewardship program and the key questions that we need to address with our teams and partners to think critically, test ideas, and seek guidance. Our commitment to create a portfolio of sustainable offerings extends to every part of our business and along our entire value chain. In 2018, the program was redesigned to incorporate a more comprehensive evaluation of products called a product sustainability risk assessment (PSRA). The scope of the program still includes an extensive evaluation that identifies potential risks and opportunities but now also creates more value by use of new tools and more integrated analysis that help provide safer and more sustainable offerings for our customers and downstream users.

We align our product sustainability with the targets of the [United Nations Sustainable Development Goals \(SDGs\)](#); SDG 2 - Zero Hunger (target 2.1), SDG 3 - Good Health and Well-Being (targets 3.1, 3.2, 3.4, 3.5, 3.7, and 3.8), SDG 7 - Affordable and Clean Energy (targets 7.2 and 7.3), SDG 9 - Industry, Innovation, and Infrastructure (targets 9.4 and 9.c), SDG 11 - Sustainable Cities and Communities (targets 11.1, 11.2, and 11.7), SDG 12 - Responsible Consumption and Production (targets 12.2, 12.3, 12.4, 12.5, and 12.6), and SDG 13 - Climate Action (targets 13.2 and 13.3).

Goals

As Chemours finalized the PSRA, we also announced our Corporate Responsibility Commitment goals including our bold goal to achieve 50% or more of our revenue from offerings that make a specific contribution to the [UN SDGs](#) by 2030. That public commitment and our deep desire to continuously improve our solutions and their innovations has led us to the need for a baseline of our product offerings that can be qualitatively and quantitatively measured and eventually third-party validated with respect to their contributions to the greater global goals. Chemours partnered with a third party consultant, a global sustainability services and solutions provider, to help develop a methodology to determine and increase our UN SDG contributions by 2030 and thus generate the next level of critical evaluations for our product stewardship program.

Policies and Responsible[®] Care

The Chemours product sustainability program is governed by our [environment, health, safety, and corporate responsibility policy](#) (EHS&CR policy) and supported by product sustainability standards and guidance documents. We adhere to the American Chemistry Council Responsible Care[®] Product Safety Code in our business planning, risk management, and operational practices. Please read more about our EHS&CR policy in [section 403](#).

We strive to reach our mission by linking our business practices and corporate responsibility opportunities to develop and deliver more sustainable and innovative offerings that support long-term value creation. The Chemours product stewardship and regulatory management system (PS&R MS) serves as a critical component for the topic of product sustainability. Through the PS&R MS, we:

- Foster a culture of corporate responsibility and sustainable chemistry within our company
- Comply with applicable global regulatory requirements and voluntary commitments
- Provide role clarity for product sustainability activities
- Deliver proactive and predictive product risk assessments
- Identify and resolve product stewardship and regulatory incidents including processes to ensure appropriate escalation and rapid response
- Enhance cooperation and communications along our value chain

Accountability

The business president for each of Chemours' three segments is accountable for overseeing implementation of the PS&R MS within their product portfolio. Product sustainability leaders and competency leaders are responsible for implementing the PS&R MS and ensure adherence with the Chemours values and Code of Conduct, the Responsible Care[®] Guiding Principles, and the 10 principles of the UN Global Compact. Ongoing short- and long-term initiatives ensure transparency and consistency for all employees in the day-to-day execution of our product sustainability program.

Responsibilities

As part of the global community, we recognize the critical importance of helping to solve some of the world's most challenging issues, and we strive to be a trusted source of safe and sustainable offerings that can help address those challenges. As part of the PS&R MS, every product or product family undergoes an extensive product sustainability risk assessment (PSRA) prior to commercial launch, or when significant changes are made to the product or service. The PSRA evaluation is being further enhanced with the inclusion of our corporate responsibility goals. The methodology and evaluations ensuing from the collaboration with third party consultants will provide the future means for us to have more meaningful discussion about our contributions, but also how we can partner with stakeholders to have an even greater impact for good.

To further align our efforts and in support of SDG 12, Responsible Consumption and Production, we strive to understand the impacts of our offerings through life cycle assessments (LCAs). We conduct LCAs in house and also work collaboratively with our stakeholders to set new standards for how chemical companies review products. Recognizing the importance of SDG 17, Partnerships for the Goals, we aim to help achieve the goals by working collaboratively with our stakeholders including suppliers, customers, and trade organizations.

Through our partnership with a third party, we developed an assessment methodology to evaluate and validate product application contributions towards the UN SDGs to help us measure and report on progress towards our 2030 goal. Four product application combinations (PACs) were selected to test the evaluation methodology, which considers manufacturing footprint such as landfill wastes, greenhouse gas emissions, risks to human health, and environment, in addition to assessing their contributions to the UN SDGs. The result of the evaluations is that 9.5% of Chemours 2018 revenue came from offerings that make a specific contribution to UN SDGs, which we have designated as our 2018 baseline. The full portfolio will be evaluated by the end of 2020.

103-3 Evaluation of the management approach

Product sustainability is included in the corporate enterprise risk management program and results are communicated with the corporate executive team and board of directors. The program includes reporting of key performance indicators and mitigating actions to the corporate risk committee for review on a quarterly basis.

In 2018, we completed practices 8-11 of the Responsible Care® Product Safety Code Practices as the final step before applying to be a fully approved member of the American Chemistry Council (ACC). The stewardship management practices include product design and improvement; value chain communication, cooperation, and outreach; information sharing, and performance assessment and continuous improvement. In 2019, we plan to complete both internal and external audits of our processes to finalize our membership to the ACC.

The methodology to evaluate our product and service based solutions and track progress with the connections to the societal goals outlined in the UN SDGs will be developed, piloted, and third party validated next year.

GRI 416 Customer Health and Safety

416-1 Assessment of health and safety impacts of product and service categories

100% of all existing product offerings are assessed for impact and improvement areas. All new product offerings are assessed prior to commercial launch.

416-2 Incidents of noncompliance concerning the health and safety impacts of products and services

In 2018, Chemours had:

- Zero incidents of noncompliance with regulations resulting in a fine or penalty
- Zero incidents of noncompliance with regulations resulting in a warning
- Zero incidents of noncompliance with voluntary codes

Chemours has not identified any noncompliance of regulations and/or voluntary codes resulting in a fine, penalty, or warning.

GRI 417 Marketing and Labeling

417-1 Requirements for product and service information and labeling

Chemours has a standard product sustainability procedure we follow to gather all relevant regulatory information about the sourced components used in Chemours products or services.

We manage regulatory content for all substances in Chemours products. The data are used to evaluate our products and to create safety data sheets (SDSs) and regulatory labels, which provide information to help protect people and the environment. Chemours provides safe use information on SDSs and regulatory labels for all products.

Disposal information for the product is included on each SDS. All existing offerings are assessed for environmental and social impact areas. We assess all new offerings prior to commercial launch.

We assess 100% of products for regulatory compliance.

417-2 Incidents of noncompliance concerning product and service information and labeling

Chemours has not identified any noncompliance of product and service information and labeling resulting in a fine, penalty, or warning, including zero:

- Incidents of noncompliance with regulations resulting in a fine or penalty
- Incidents of noncompliance with regulations resulting in a warning
- Incidents of noncompliance with voluntary codes

Topic-Specific Disclosures

Sustainable Sourcing

103-1 Explanation of the material topic and its boundary

We leverage a global supply chain of nearly 13,000 suppliers spanning across 78 countries in the manufacture of our products. Our extensive and interconnected global supply chain is critical to the success of our business. Our supply chain includes suppliers of raw material, contract manufacturing, carriers, warehousing, distributors, and service providers.

Mismanagement of our supply chain could negatively impact a wide range of Chemours' stakeholders internally and externally, with the potential for social, environmental, and economic impact on society. We source materials responsibly by ensuring compliance with laws and regulations. We move significant volumes of raw and intermediate material, including hazardous materials, to supply our global footprint. Responsible Procurement is a key aspect of our commitment to responsible chemistry and how we ensure the longevity of our supply chain and ultimately our ability to operate.

As we consider our responsible procurement program, we focus on the [United Nations Sustainable Development Goals \(SDGs\)](#) and respective targets that most closely align with our responsible growth strategy and our commitments to the 10 principles of the United Nations Global Compact. In particular, we consider SDG 6 - Clean Water and Sanitation (targets 6.3 and 6.4), SDG 12 - Responsible Consumption and Production (targets 12.4, 12.5, and 12.6), and SDG 13 - Climate Action (targets 13.1 and 13.2), and to a lesser extent with SDG 5 Gender Equality (targets 5.1 and 5.5), SDG 8 - Decent Work and Economic Growth (targets 8.4, 8.5, 8.7, and 8.8), SDG 10 - Reduced Inequalities (target 10.2), and SDG 15 - Life on Land (targets: 15.1, 15.3, 15.5, and 15.8).

Read more about sustainable sourcing in our [2018 Corporate Responsibility Commitment \(CRC\) report](#).

103-2 The management approach and its components

We realize that enabling a sustainable supply chain and demonstrating responsibility require more than just communicating expectations to our suppliers. It also requires that we focus on all our stakeholders as we endeavor to shape an environment that encourages and supports longer term, more responsible performance over time. To guide our actions, we utilize a multi-faceted strategy that addresses the unique needs of all our stakeholders and the many dimensions of a sustainable supply chain—we recognize that one size does not fit all. Our strategy is critical to our vision:

"We aspire to be a best-in-class procurement team, enabling sustainable value to Chemours through impactful partnerships with our business customers, suppliers, and the communities where we work and live."

How We Work

Consistent with our strategy and who we are as a company, we operate our procurement organization with an unwavering focus on acting responsibly and managing the total cost of ownership (TCO). This allows us to deliver value that is not one-time, or transaction-driven, but rather sustainable value over time.

In 2018 we delivered several programs that advanced our journey to becoming a best-in-class procurement function.

- **Online Education:** to increase the knowledge and expertise of people across the entire function, we launched Procurement Academy, a high-impact e-learning tool that improves competencies through role based training that is customized to the unique needs of each employee. At Chemours, every procurement employee has a performance objective tied to completing individual development courses on our procurement academy.
- **TCO Integration:** to drive delivery of sustainable value, every procurement employee must include a TCO goal in their annual performance plan. Goals include specific actions that embed TCO into daily work, programs and initiatives, and the results of those actions. Connecting TCO to personal goals strengthens and ensures that TCO is integrated into daily work for maximum impact. TCO is also a key topic included annually in our functional training program.
- **Process Digitization:** to deliver more data-based insights and opportunities and improve efficiency, we advanced several digital capabilities across our function including: spend analytics, workflow software, an electronic invoicing. Combined, these changes improve the efficiency and effectiveness of our operations, while improving our communication and service delivery.

Governance

Our Chief Procurement Officer works directly with our executive team in setting the strategy and guiding the operation of the procurement function. The [Supplier Code of Conduct](#) underpins this governance approach. This document establishes clear expectations for our supply chain partners, and invites them to join us in our commitment to work responsibly and with the needs of our stakeholders as our focus. The supplier code reflects Chemours' values and aligns with our company's broader [Code of Conduct](#).

The following policies inform our Supplier Code of Conduct and how we operate:

- [Environment, Health, Safety, and Corporate Responsibility Policy](#)
- [Inclusive Environment and Nondiscrimination Policy](#)
- [Chemours Statement on Conflict Minerals](#)
- [Chemours Statement of Principles on Child Labor, Forced Labor, and Modern Slavery](#)
- [Chemours Statement on Human Rights](#)

We believe that thoughtful, clear, and consistent communication is critical to our relationship with suppliers and helps ensure alignment with our expectations. To reinforce that belief, we include our Supplier Code of Conduct in supplier agreements and strongly encourage suppliers to extend these standards throughout their own supply chain. To further enhance our communications to suppliers, in the coming year, we will refresh our Code of Conduct and release our first Global Procurement Policy.

Inclusion

We believe that a more inclusive supplier base, comprised of local and minority owned companies, drives better innovation and solutions—a benefit of broader perspectives and experiences while also contributing economic value across communities.

In 2018, approximately 16% of our total supplier spend went to local suppliers. And in 2019, we expect to grow our number of women and minority-owned suppliers to at least 3% of our total spend.

Chemours is committed to working with more local, women and minority-owned businesses, and ensuring equal opportunity for all qualified suppliers in accordance with all laws and regulations.

Supplier Engagement and Partnership

At Chemours we are committed to operating responsibly and in-line with our values. We view our suppliers as an extension of ourselves, so we're equally committed to working with suppliers who can meet or exceed the expectations communicated in our Supplier Code of Conduct.

To achieve these aspirations, we are taking actions that support the identification and selection of qualified suppliers, and tools that help suppliers to improve their performance so they can do business with us, including:

- **Supplier Quality Qualification Program** – for suppliers of engineered equipment, we provide a desktop evaluation that can pre-qualify suppliers, followed by full on-site audits with engineering and QA personnel participating in a formal one-day audit to complete the qualification process or provide specific corrective actions.
- **Supplier Corporate Responsibility Assessment (SCRA)** – in partnership with EcoVadis, a leading provider of business sustainability ratings for global supply chains, this SCRA evaluates suppliers across the four main categories of environment, social, and governance (ESG) performance: social performance, ethical performance, environmental performance, and sustainable supply chain. Using the assessment's results, we then work with suppliers to improve their scores to ensure they qualify to do business with us, and become our partner in creating a more responsible supply chain.

Supply chain partners are welcome to report concerns through the [Chemours Ethics Hotline](#), the suppliercenter@Chemours.com mailbox, or routine business review meetings with procurement.

103-3 Evaluation of the management approach

In 2018, we unveiled our Corporate Responsibility Commitment (CRC) goals, which include our new sustainable supply chain goal to baseline the sustainability performance of 80% of our suppliers by spend and demonstrate a 15% improvement by 2030.

Procurement integrates feedback from key stakeholders as part of our quality management approach. The Chemours procurement function contributes to a number of sustainability related assessments and benchmarking that evaluate supply chain performance, including EcoVadis.

As discussed in [section 103-2](#) above, in late 2018, we launched a new partnership with EcoVadis to assess our suppliers' sustainability performance. In addition, Chemours assurance services (i.e. internal audit) routinely reviews the procurement function, as well as our CRC commitments and goals.

During the past year, no zero tolerances, such as unsafe work conditions and child or forced labor, were reported or identified within our supply chain. Our sustainable procurement score from EcoVadis reflects above average performance and we are leveraging these results to identify and prioritize areas for improvement.

As our responsible sourcing strategy matures, we build more sophistication, such as automation, into our supplier on-boarding and qualification process. By automating the end-to-end supplier management process, we will better aggregate risk and performance data on our supply chain and ensure that each supply chain partner is appropriately evaluated. This approach will enable improved central reporting of supplier risk and performance to the board of directors and the senior leadership team.

GRI 204 Procurement Practices

204-1 Proportion of spending on local suppliers

Approximately 16% of our procurement budget is spent on local suppliers in significant locations of operation. Chemours defines a local supplier as a supplier with an SAP address within the same state as a significant location of Chemours operations, which includes our headquarters and operating sites.

As we develop our supplier management program, we intend to improve our capability to capture the supplier demographic footprint and narrow our definition of a local supplier.

Our economic inclusion program is an important channel to enhance innovation for our businesses and stimulate economic value for our communities through engaging qualified local suppliers. Chemours is committed to ensuring the fair inclusion and utilization of small and or diverse businesses. We have made a commitment to economic inclusion as a business strategy that displays commitment by Chemours to equal opportunity, satisfies the voice of Chemours' customers, sustains the economic development of the diverse firms in the communities where we are located, and is in alignment with corporate responsibility goals. Based on 2017 categorization work, we identified a baseline for the company utilization for women/minority suppliers at approximately 2%. In 2018, we expect to grow this portion of our supplier base to 3% of total spend or beyond.

GRI 308 Supplier Environmental Assessment

308-1 New suppliers that were screened using environmental criteria

We launched our supplier corporate responsibility assessment (SCRA), in partnership with EcoVadis, in late 2018. We are working to integrate the SCRA into our qualification process for new suppliers in 2019. By end of 2018, we fully launched our first campaign and secured participation from 5% of our supply chain by spend.

308-2 Negative environmental impacts in the supply chain and actions taken

We assessed a total of 5% of suppliers by spend through the supplier corporate responsibility assessment (SCRA) program during 2018. This assessment included a supplier environmental and social performance evaluation. The assessment provides an environmental score and recommended action plan for individual suppliers to improve their performance. We plan to review assessment scores with suppliers during business review meetings and discuss mitigation options.

Potential negative environmental impacts from our supply chain may include transportation of hazardous materials and local environmental risks.

GRI 414 Supplier Social Assessment

414-1 New suppliers that were screened using social criteria

We launched our supplier corporate responsibility assessment (SCRA), in partnership with EcoVadis, in late 2018. We are working to integrate the SCRA into our qualification process for new suppliers in 2019. By end of 2018, we fully launched our first campaign and secured participation from 5% of our supply chain by spend.

414-2 Negative social impacts in the supply chain and actions taken

We assessed a total of 5% of suppliers by spend through the supplier corporate responsibility assessment (SCRA) program during 2018. This assessment included a supplier environmental and social performance evaluation. The assessment provides a social score and recommended action plan for individual suppliers to improve their performance. We plan to review assessment scores with suppliers during business review meetings and discuss mitigation options.

Potential negative social impacts from our supply chain may include transportation of hazardous materials, social and labor risks associated with mining, and the safety of contracted operations for capital investments.

Report Resources

Commitments, Policies, and Positions

Inspired People

- Code of Conduct
- Ethics Hotline
- Environment, Health, Safety, and Corporate Responsibility Policy
- Inclusive Environment and Nondiscrimination Policy
- Statement on Human Rights
- Statement of Principles on Child Labor, Forced Labor, and Modern Slavery

Shared Planet

- Climate Change: Our Pledge

Evolved Portfolio

- Conflict Minerals: Specialized Disclosure Report
- ISO 14001:2015 EMS Certificate
- REACH General Statement
- Statement on California Transparency in Supply Chains Act
- Statement on Conflict Minerals
- Substances of Very High Concern (SVHC) General Statement
- Supplier Code of Conduct

Acronyms

A2E—Ability to Execute
ACC—American Chemistry Council
AR4—IPCC Fourth Assessment Report
BLS—Bureau of Labor Statistics
CAB—Community Advisory Board
CAP—Community Advisory Panel
CCO—Chief Compliance Officer
CEASAR—Center for Applied Earth Science and Research

CET—Chemours Executive Team
CFCs—Chlorofluorocarbons
CH₄—Methane
CHP—Combined Heat and Power
CI—Chlorine Institute
CO₂—Carbon Dioxide
CO_{2e}—Carbon Dioxide Equivalent
COP—Communication on Progress
CRC—Corporate Responsibility Commitment
CRLT—Corporate Responsibility Leadership Team
DEQ—Department of Environmental Quality
DSST—Distribution Safety Strategy Team
EHS & CR—Environment, Health, Safety, and Corporate Responsibility
EMS—Environmental Management System
ERG—Employee Resource Group
ERM—Enterprise Risk Management
ERT—Emergency Response Team
ESG—Environmental, Social, and Governance
FIBC-D—Dissipative Flexible Intermediate Bulk Containers
GAC—Granular Activated Carbon
GHG—Greenhouse Gas
GRI—Global Reporting Initiative
GWP—Global Warming Potential
HCFC—Hydrochlorofluorocarbon
HFC—Hydrofluorocarbon
HFO—Hydrofluoroolefin
HPFO—Hexafluoropropylene Oxide
HST—Hand Safety Team
I&D—Inclusion and Diversity
ICCA—International Council of Chemical Associations
ILO—International Labour Organization
LCA—Life Cycle Assessment
LCI—Life Cycle Inventory
LGBTQA—Lesbian, Gay, Bisexual, Transgender, Questioning, and Ally

LWC—Lost Workday Cases
MT—Metric Ton
NAICS—North American Industry Classification System
NC DEQ—North Carolina Department of Environmental Quality
NF₃—Nitrogen Trifluoride
N₂O—Nitrous Oxide
NO_x—Nitrogen Oxides
NYSE—New York Stock Exchange
OECD—Organization for Economic Co-operation and Development
OHI—Organizational Health Index
PAC—Product Application Combination
PFC—Perfluorocarbon
PHA—Process Hazards Analysis
PM—Program Management
PPT—Parts Per Trillion
PS&R MS—Product Stewardship and Regulatory Management System
PSE—Process Safety Event
PSM—Process Safety Management
PSRA—Product Sustainability Risk Assessment
PTFE—Polytetrafluoroethylene
RCMS—Responsible Care® Management System
SASB—Sustainability Accounting Standards Board
SBT—Science-Based Target
SCI—Society of Chemical Industry
SCRA—Supplier Corporate Responsibility Assessment
SDGs—Sustainable Development Goals
SDS—Safety Data Sheet
SF₆—Sulfur Hexafluoride
SO_x—Sulfur Oxides
SFST—Shop Floor Safety Team
SMART—Specific, Measurable, Actionable, Realistic, and Time-Bound
SME—Subject Matter Expert
STEM—Science, Technology, Engineering, and Math
SVHC—Substance of Very High Concern
TCO—Total Cost of Ownership
TfS—Together for Sustainability
TiO₂—Titanium Dioxide
TRIR—Total Recordable Incident Rate
UIC—Underground Injection Control
UN—United Nations
UNGC—United Nations Global Compact
USDA—United States Department of Agriculture
VC & PLT—Vibrant Communities and Philanthropy Leadership Team
VOC—Volatile Organic Compound
VPP—Voluntary Protection Program
WBCSD—World Business Council of Sustainable Development
WRI—World Resources Institute

General Definitions

American Chemistry Council (ACC)

The ACC represents a diverse set of companies engaged in the business of chemistry.

bluesign®

The bluesign® system is the solution for sustainable textile production. It eliminates harmful substances right from the beginning of the manufacturing process and sets and controls standards for environmentally friendly and safe production.

Carbon Footprint

The total amount of direct and indirect GHG emissions, expressed as CO₂e.

Chemours Environment, Health, and Safety Excellence Award

This award is given to plants that reach the top quartile of performance using the ACC industry safety metrics.

Deep Injection Well

Class One underground injection wells are used to inject hazardous and nonhazardous waste into deep, isolated rock formations that are thousands of feet below the lowermost underground source of drinking water. The injection zone is separated from any aquifers by an impermeable “cap” rock called the “confining layer,” along with additional layers of permeable and impermeable rock and sediment.

Fluorinated Organic Compound Emissions

These are emissions of fluorinated organic compounds to air and water from our manufacturing processes. Fluorinated organic compounds are defined as compounds containing one or more carbon-fluorine bonds. Air emissions of these compounds are tracked for GHG reporting purposes, and both air and water emissions will be tracked for our water quality goal.

Global Reporting Initiative (GRI)

The Global Reporting Initiative has developed the Sustainability Reporting Guidelines, which strive to increase the transparency and accountability of economic, environmental, and social performance. The GRI was established in 1997 in partnership with the UN Environment Programme. It is an international, multistakeholder, and independent institution whose mission is to develop and disseminate the globally applicable Sustainability Reporting Guidelines. These guidelines are for voluntary use by organizations for reporting on the economic, environmental, and social dimensions of their activities, products, and services. The GRI Guidelines became the GRI Standards in 2016.

Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard

The GHG Protocol Corporate Accounting and Reporting Standard maintains requirements and provides guidance for companies and other organizations that are preparing a corporate-level GHG emissions inventory. The standard covers the accounting and reporting of seven greenhouse gases covered by the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). It was updated in 2015 with the Scope 2 Guidance, which allows companies to credibly measure and report emissions from purchased or acquired electricity, steam, heat, and cooling. Companies may additionally report GHG emissions from gases not covered by the Kyoto Protocol, such as chlorofluorocarbons and other fluorinated compounds. CO₂e stands for carbon dioxide equivalent and is a standard unit for measuring carbon footprints.

▪ GHG Scope 1

Scope 1 emissions are the greenhouse gases produced directly from sources that are owned or controlled by Chemours—for example, from our manufacturing processes and equipment or from combustion of fuel in vehicles, boilers, and furnaces. Emissions produced from renewable fuel sources (e.g., landfill gas or biogas) are not reported as Scope 1 emissions.

▪ GHG Scope 2

Scope 2 emissions are the indirect greenhouse gases resulting from the generation of electricity, heating and cooling, and steam off-site but purchased by the entity. Scope 2 emissions physically occur at the facility where electricity and steam are generated and not at Chemours locations.

▪ GHG Scope 3

Scope 3 emissions are indirect emissions that organizations produce through their activities but that arise from sources not owned or controlled by the organization. Examples of such activities include business travel, commuting, supply chain (procurement), product use, and activities associated with product end of life. The GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, provided by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), allows companies to assess their entire value-chain emissions impact and identify where to focus reduction activities.

International Council of Chemical Associations (ICCA)

The International Council of Chemical Associations is the trade association of the global chemical industry. Its members include both regional trade associations and national associations, such as the American Chemistry Council. Members account for more than 90% of global chemical sales. ICCA is the steward of Responsible Care®, a voluntary scheme to improve chemical safety among its members.

ISO 14001

An international standard developed by the International Organization for Standardization (ISO) that determines the general requirements for an environmental management system for voluntary certification.

Joint Venture

A cooperative agreement in which the parties that have joint control of a legally independent entity have rights to the net assets of that arrangement. Joint ventures are accounted for using the operational control boundary for reporting environmental data.

Location-Based Emissions

Reflect the average GHG emissions intensity of grids on which electricity consumption occurs (using mostly national grid-average emissions factor data). The corresponding emissions factor is in most cases the national emissions factor.

Market-Based Emissions

Reflect GHG emissions from electricity supplies that companies have purposefully chosen and contracted (or decided against). Corresponding emissions factors: supplier-specific emissions factor (provided by the supplier) and residual emissions factor (country-based grid factor, corrected for allocated purchased electricity from renewable resources).

Production

▪ Intermediate Product

Manufactured products or co-products that are either used at the producing site or transferred to another Chemours site to be used as a feedstock in the production of another product.

▪ Sales Product

Manufactured products or co-products that are sold to a third party.

REACH

A European Union regulatory framework for the registration, evaluation, authorization, and restriction of chemicals; it was implemented gradually and took full effect by 2018. Companies are obligated to collect data on the properties and uses of produced and imported substances and to assess any risks.

Responsible Care®

A worldwide initiative by the chemical industry to continuously improve its performance and achieve excellence in environmental protection, health, safety, and security performance.

Science-Based Targets

The Science-Based Targets initiative champions science-based target setting as a powerful way of boosting companies' competitive advantage in the transition to a low-carbon economy. A science-based target is one that is adopted by companies to reduce GHG emissions according to the level of decarbonization required to keep global temperature increase below 2°C compared to preindustrial temperatures, as described in the Fifth Assessment Report of the United Nations Intergovernmental Panel on Climate Change (IPCC AR5).

United Nations Global Compact (UNGC)

A strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment, and anticorruption.

United Nations Sustainable Development Goals (UN SDGs)

The Sustainable Development Goals are a collection of 17 global goals set by the United Nations General Assembly. The UN SDGs are part of Resolution 70/1: "Transforming Our World: The 2030 Agenda for Sustainable Development." The goals are broad and interdependent, yet each has a separate list of targets to meet. Achieving all 169 targets would signal the accomplishment of all 17 goals. The UN SDGs cover social and economic development issues, including poverty, hunger, health, education, global warming, gender equality, water, sanitation, energy, urbanization, the environment, and social justice.

United States Department of Agriculture-Certified Bio-Based Product

The USDA's BioPreferred® Program Catalog assists users in identifying products that qualify for mandatory federal purchasing and are certified through the voluntary labeling initiative.

United States Occupational Safety and Health Administration's Voluntary Protection Programs (VPP)

The Voluntary Protection Programs recognize employers and workers in the private industry and federal agencies who have implemented effective safety and health management systems and maintain injury and illness rates below national BLS averages for their respective industries.

Value Chain

The successive steps in a production process: from raw materials through various intermediate steps, such as transportation and production, to finished product.

Waste Definitions

Waste is defined as solids, liquids, sludges, or vapor materials that undergo varying degrees of treatment prior to disposal (e.g., using landfills, incineration, underground injection wells, or third parties) in accordance with local and national regulations. Solid waste may also be recycled or recovered for beneficial reuse, including energy recovery.

Business Waste

Business waste includes waste materials generated at office buildings and materials classified as general trash (office waste, food waste, pallets, etc.) at our operating sites and technical centers.

Chemical Waste Management Program

All chemicals are included in the production waste totals and are not reported on separately.

Consumer/Customer Product Waste

Consumer waste is defined as the waste generated by our direct customers as a result of using our products. A major component of waste generated by our customers is the packaging materials for our products. We do not currently collect customer waste data, but are looking for opportunities to partner with customers to obtain data and collaborate on new opportunities for reducing waste.

Energy Recovery

Use of combustible waste containing sufficient heating value to generate energy through direct incineration, with or without other waste, but with the recovery of heat, e.g., industrial furnaces and boilers.

Hazardous Waste

Hazardous wastes are defined per the local or national legal or regulatory framework(s) applicable within the jurisdiction where the waste was generated. Hazardous waste excludes process wastewater.

Incineration

Waste treatment through high-temperature combustion of materials in an enclosed combustion chamber. Does not include open burning.

Landfill

A designed or engineered area of land that receives waste material. This does not include waste piles.

Water Definitions

Landfill Volume Intensity

We define landfill volume intensity as the cubic meters of landfill space consumed for each metric ton of sales product we produce.

Nonhazardous Waste

All waste that is not defined as hazardous waste, excluding process wastewater (per the [GRI Content Index](#)).

On-Site Storage

Storing of hazardous or nonhazardous wastes in tanks, containers, waste piles, or transport vessels/vehicles for subsequent on-site treatment, disposal, or recycling, or for shipment off-site for management during the calendar year (January 1 through December 31).

Production Waste

Production wastes are defined as manufacturing process wastes that are a direct nonproduct outflow of a chemical manufacturing operation. Production wastes also include chemical wastes from chemical feedstocks, raw materials, product output, and other chemicals uniquely associated with the production process.

Recycling

Waste that is sent off-site for future use by an agency or another company, either for another purpose or to be made into a new material.

Reuse

Materials sent to another company or agency to use as originally intended.

Shipped to Wastewater Treatment Plant

Wastewater that is transported to an off-site wastewater treatment plant.

Cooling Water

▪ Multiuse

Water that is used multiple times for process cooling by using cooling towers that remove excess heat and enable the recycling of water.

▪ Noncontact

Water used for process cooling on the external side of the process equipment, keeping it out of contact with process materials.

▪ Single Pass

Water that is used one time for process cooling before being discharged to a receiving water body.

Water Consumed

This is water that is lost to evaporation, incorporated into products, or returned to a water body other than its source.

Water Intake

Sources include water drawn directly from surface water, pumped from groundwater wells, and purchased from local municipal treatment facilities.

Water Use

Water is used in our manufacturing facilities as drinking water for our employees, as a component in some of our products, and for cooling our manufacturing equipment.

World Resources Institute Aqueduct Tool

Aqueduct is a global water-risk mapping tool that helps companies, investors, governments, and other users understand where and how water risks and opportunities are emerging worldwide.

