



Inclusive Environment and Non-Discrimination Policy

We all individually, and collectively, make up Chemours. As members of this company, we will act with integrity and treat each other and all our partners with professionalism, dignity and respect, producing an environment where everyone can contribute, innovate and excel. To perform at our full potential, and for the business to excel, we must collectively create this environment.

Our ability to be competitive and to thrive globally depends on motivated talented people. We strive to celebrate our wonderful differences and foster an inclusive environment that will:

- allow us to generate innovation, competitive advantage and business opportunity
- allow all individuals to contribute fully to the overall effectiveness of the organization
- improve our capacity to attract and retain the best talent in the global market place

Chemours does not discriminate because of age, race, religion, color, gender, disability, national or ethnic origin, ancestry, marital status, family status, sexual orientation, gender identity or expression, or veteran status with respect to any terms or condition of employment, including hiring, promotion, demotion, transfer, recruitment, termination, rates of pay, or other forms of compensation or benefits and selection for training. Countries may have additional grounds for non-discrimination, and we comply with all applicable laws.

We do not tolerate harassment of any kind. Harassment can unreasonably interfere with an individual's work performance or create an intimidating or offensive work environment. Harassment can include slurs or derogatory comments, offers of job benefits in exchange for sexual favors, and other forms of offensive behavior. Harassment can include conduct directed at or by a Chemours employee, or an employee of the company's customers or suppliers, or other business associates.

We collectively ensure that Chemours employees, contractors, customers, vendors and all other people with whom we interact during the course of our business activities are treated in a manner consistent with the laws of the countries in which we do business and in a manner consistent with our [Code of Conduct](#).

We recognize that differences of opinion and disagreements are a necessary and valuable part of the operation of any business, and are not prohibited by this policy as long as interactions are conducted in a respectful manner.

Raising Concerns

At Chemours, consistent with the notion we all make up the company, no one is expected to face an ethical dilemma alone. Immediate managers are often our first and best resources because they are the most familiar with individual roles and duties. Anyone who is uncomfortable speaking to a direct supervisor can address concerns in many other ways, including:

- Business, Function, or Site Leadership
- Legal, Finance, or HR representatives
- A Compliance Officer or Ethics Champion
- The Chemours [Ethics Hotline](#)

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