



## Chemours Statement of Principles on Child Labor, Forced Labor and Modern Slavery

Chemours acknowledges the disconcerting fact that child labor, forced labor and modern slavery are significant societal problems in many parts of the world. Despite the grim nature of the problem, we are committed to playing a positive role in helping society eliminate exploitative child labor, forced labor and modern slavery. As a global employer and purchaser of services and goods, Chemours has an important role to play in these issues. We cannot solve this problem alone, however by working with others, we believe we can make a difference. To this end, Chemours has adopted these Principles for the company, its worldwide subsidiaries, joint ventures or other associated entities. Our Principles include an explicit ban on the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker.

Chemours reaffirms continued worldwide commitment to restrict employment to those age 15 or older, unless the local minimum employment age, or the mandatory school age, is higher. It is the responsibility of local management and each supplier to verify the age of an applicant for any particular type of employment using commonly accepted proofs of age.

Hazardous work includes activities which expose children to the possibility of physical, psychological or sexual abuse; work underground, under water, at dangerous heights or in confined spaces; work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; work in an unhealthy environment which may, for example, expose them to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health; and work under particularly difficult conditions such as work for long hours or during the night or work where they are unreasonably confined to the premises of the employer.

Forced Labor and/or Slavery is any and all work or service which is exacted from any person under the menace of any penalty for its non-performance and for which the worker does not offer him-, or herself voluntarily.

We communicate these Principles to our suppliers, licensees and joint ventures, and we include clear contractual obligations in our agreements to meet these requirements as an ongoing condition of our business relationship. We assure that we and our business partners do not engage in human trafficking by conducting and requiring appropriate background checks and individual documentation in our hiring processes and the hiring processes of our suppliers, licensees and joint ventures. Chemours strongly believes it has the responsibility to engage in employment practices that meet the highest ethical and legal standards. Nowhere is this responsibility more important than in the company's policies governing the minimum age and working conditions of its own employees and the employees of our

suppliers, vendors, contractors, and subcontractors. We believe that promoting fair and appropriate employment at Chemours and within our supply chains is a critical part of the commitments we make to our people and our communities.

Chemours has developed this Statement of Principles on Child Labor, Forced Labor and Modern Slavery as an expression of our own commitment and the expectations we have for our suppliers, vendors, contractors, and subcontractors. This commitment also extends to the use of any factory or sub-vendors who make or assemble Chemours products. Chemours will not tolerate the use of unlawful child labor or forced labor/slavery in the manufacture of our products and together, with our worldwide subsidiaries and joint ventures, we require that all of our Suppliers of any product or raw material, wherever it originates, apply Chemours Child Labor, Forced Labor and Modern Slavery Principles. Chemours will not accept products or services from our Suppliers that employ or utilize child labor or forced labor/slavery in any manner. In addition, we strongly encourage our Suppliers to require their own suppliers to adhere to these Principles as well.

Chemours will continuously seek to make these Principles as relevant and effective as possible. To that end, we may amend these Principles from time to time.

Signed,

A handwritten signature in black ink, appearing to read "Susan Kelliher". The signature is fluid and cursive, with a long horizontal stroke at the end.

Susan Kelliher, Senior Vice President Human Resources

Posted Date: 2019-07-01