

Vantage Specialty Chemicals Diversity, Equity, and Inclusion Statement

Vantage™ recognizes that a diverse, inclusive, and equitable workplace is one where all employees feel valued and respected whatever their gender, race, ethnicity, national origin, age, sexual orientation, gender identity, education, religion, or disability. We are committed to a nondiscriminatory approach, and we provide equal opportunity for employment and advancement in all departments, and worksites. We respect and value diverse life experiences and heritages to ensure that all voices are valued and heard. The spirit of this statement is incorporated in all relevant Vantage™ Code of Conduct Policies and Affirmative Action Plans.

At Vantage™ we are committed to the following:

- A workplace which is free from discrimination, harassment, and bullying.
- Treating employees fairly and with mutual respect.
- A workplace culture that is inclusive and embraces individual differences.
- Equal employment opportunities based on ability, performance and potential.
- Making all employees and subcontractors aware of their rights and responsibilities with regards to fairness, equity, and respect for all aspects of diversity.
- Flexible work practices and policies to support employees and their changing needs.
- Attraction, retention, and development of a diverse range of talented, energetic, and committed people.

Vantage's diversity and inclusion initiatives are applicable, but not limited to, the following practices and policies: recruitment, selection and promotions, compensation and benefits, career development and training, succession planning, diversity and equity in the workplace, flexible working arrangements, cultural, religious, and gender diversity.

All Vantage™ employees have a responsibility to treat others with dignity and respect. Employees are expected to exhibit conduct that reflects inclusion during work and at all work functions, on or off the premises. All employees are required to comply to all Vantage™ policy.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy should seek assistance from a supervisor, an HR representative or initiate an allegation with our third-party ethics partner, Navex GLOBAL.