

## POLICY STATEMENT ON HUMAN RIGHTS

### Introduction

Eastman exists to enhance the quality of life in a material way. It is our moral purpose — the driving force that gets us out of bed every morning to innovate new materials that will change the world. Wherever we do business in the world, and in all our engagements, whether with team members, customers, suppliers, or communities, we respect and uphold international human rights principles, as reflected in policy statements such as the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles for Business and Human Rights (UNGP), and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

### Our Commitment

Eastman demonstrates its commitment to upholding international human rights principles and to protecting our team members, business partners, and communities across the world, in a number of ways:

#### 1. **Our Global Commitment – United Nations Global Compact:**

Eastman is a signatory to the United Nations Global Compact, which aligns companies behind “Ten Principles” addressing critical human rights, labor, environmental, and anti-corruption commitments, indicative of a company’s commitment to responsible business practices.

#### 2. **Our Team Members – Code of Business Conduct:**

Eastman’s Code of Business Conduct (“Code”) applies to all Eastman team members. The Code addresses our responsibility to respect and protect the rights and dignity of our team members and to provide a safe and healthy workplace. Our team members receive regular training on the Code of Business Conduct, its practical application to situations they may encounter in the course of their work and business interactions, and Eastman’s expectations for how team members demonstrate their commitment to living and upholding our foundational values. The Code explains Eastman’s position on critical human rights issues, such as:

- Our commitment to an inclusive and diverse workplace;
- The prohibition on unlawful discrimination and harassment;
- Respecting the right to freedom of association and collective bargaining;
- Freedom from forced labor and our stance against human trafficking and child exploitation;
- Team member wellness;
- Appropriate working hours and wages;
- Our commitment to providing a safe and healthy workplace and adhering to the Responsible Care® pledge;
- Protecting the environment; and
- Sustainability of our products.

### **3. Our Business Partners – Third Party Code of Conduct (“Doing Business with Eastman”)**

Eastman’s business partners across the globe, whether they are vendors, suppliers, distributors, agents, or other third parties who help enable our business, are a critical extension of Eastman and its brand. We will conduct business only with third parties who share our commitment to complying with all applicable laws and regulations and expect our business partners to act with integrity and in accordance with the highest legal and ethical standards. Accordingly, our business partners are required to commit to our “Third Party Code of Conduct,” which reinforces our commitment to upholding fundamental human rights. Eastman’s ethics and compliance group, Global Business Conduct, enforces the Third Party Code of Conduct, provides multiple channels for reporting any potential violations, and ensures all reports are taken seriously and investigated fairly.

### **4. Our Communities**

Eastman is committed to protecting the environment and our communities and strives to ensure that its operations and products are manufactured safely, to minimize any potential for adverse impacts to our neighbors and communities. Eastman’s Global Product Stewardship and Regulatory Affairs team maintains a rigorous product safety review process that ensures our products are among the safest and most effective materials on the market. In addition, our Global Health, Safety, Environment & Security team enforces a rigorous operational and environmental safety program at all Eastman sites, which includes implementing programs to support our Responsible Care® pledge.

### **5. Continuous Evaluation & Improvement**

We are committed to working with stakeholders to continuously evaluate and improve the policies, practices, and processes that will help us realize and further advance our commitment to upholding international human rights principles and to protecting our team members, business partners, and communities across the world.

## **Reporting Concerns**

All Eastman team members, and external parties with whom we do business, are strongly encouraged to report any conduct they believe may be inconsistent with our Codes, our values, or any applicable laws, even if they are unsure of all the facts or do not have all the information. Eastman takes all reports of misconduct seriously and treats all such reports confidentially. Any potential concerns may be reported to Global Business Conduct in the following ways<sup>1</sup>:

**Phone:** +1-800-455-5622 (toll-free Helpline, 24 hours a day, 7 days a week, in multiple languages)  
+1-423-229-5552 (direct number for Global Business Conduct in the US)

**Website:** <http://www.eastman.ethicspoint.com/>

**Email:** [compliance@eastman.com](mailto:compliance@eastman.com)

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<sup>1</sup> Anonymous reporting is available where permitted by local law.

## **References**

### **Code of Business Conduct**

[https://www.eastman.com/Company/investors/Corporate\\_Governance/Pages/Code\\_of\\_Conduct.aspx](https://www.eastman.com/Company/investors/Corporate_Governance/Pages/Code_of_Conduct.aspx)

### **Third Party Code of Conduct**

[https://www.eastman.com/Company/investors/Corporate\\_Governance/Pages/Code\\_of\\_Conduct.aspx](https://www.eastman.com/Company/investors/Corporate_Governance/Pages/Code_of_Conduct.aspx)

### **Responsible Care Pledge**

[https://www.eastman.com/Literature\\_Center/Misc/RC\\_Pledge.pdf](https://www.eastman.com/Literature_Center/Misc/RC_Pledge.pdf)

### **Inclusion and Diversity at Eastman**

[https://www.eastman.com/Company/About\\_Eastman/Inclusion-Diversity/Pages/Diversity-Inclusion.aspx](https://www.eastman.com/Company/About_Eastman/Inclusion-Diversity/Pages/Diversity-Inclusion.aspx)

### **Eastman Statement on Slavery and Human Trafficking**

[https://www.eastman.com/Company/investors/Corporate\\_Governance/Documents/EMN\\_Stmt\\_on\\_Slavery\\_and\\_Human\\_Trafficking.pdf](https://www.eastman.com/Company/investors/Corporate_Governance/Documents/EMN_Stmt_on_Slavery_and_Human_Trafficking.pdf)

### **Sustainability at Eastman**

<https://www.eastman.com/Company/Sustainability/Pages/Introduction.aspx>

### **Eastman Climate Policy**

<https://www.eastman.com/Company/Sustainability/Documents/EMN-Climate-Policy.pdf>

### **Chemical Management Policy**

<https://www.eastman.com/Company/Sustainability/Documents/Chemical-Management-Policy-2019.pdf>

### **Environmental Stewardship Policy**

<https://www.eastman.com/Company/Sustainability/Documents/EMNHR0061a.pdf>

### **Safety Policy**

<https://www.eastman.com/Company/Sustainability/Governance/Documents/Eastman-Safety-Policy.pdf>