

ANTI-DISCRIMINATION POLICY

Trinseo* is committed to creating and maintaining an environment in which all Trinseo people have an equal opportunity to reach their potential and contribute fully to the success of Trinseo. All Trinseo employees can expect to work in a professional environment free from discrimination and are expected to fully comply with the requirements of this Anti-Discrimination Policy (the “Policy”). This Policy applies globally to all employees of Trinseo.

Equal Employment Opportunity (EEO) Policy Statement

The policy of Trinseo is to continue to be an equal opportunity employer. It remains our policy to recruit, hire, develop and promote qualified applicants or employees without regard to race, color, religion, national origin, gender, sex, age, veteran status, sexual orientation, gender identity, or mental or physical disability.

Discrimination Prohibited

Trinseo does not tolerate actions, including acts of harassment or reprisal, that are taken based upon an individual’s or a group of individuals’ membership in a protected classification and that adversely affect the terms, opportunities, benefits, working conditions or privileges of employment of that individual or group of individuals. Trinseo will also not tolerate retaliation of any sort against a person who, in good faith, either reports or participates in any investigation regarding any such discrimination or harassment. Violations of this Policy will be addressed with corrective action, appropriate under the circumstances, and individuals found to have violated this Policy may be subject to disciplinary action, up to and including immediate termination of employment.

People Leaders should monitor employment-related activities to assess whether those employment-related activities are in compliance with this Policy.

U.S. Federal Legislative Protection

The following U.S. federal laws, among others, provide protection for employees:

- Employee Polygraph Protection Act
- Fair Labor Standards Act
- Family and Medical Leave Act (FMLA)

* Throughout this document, “Trinseo” or the “Company” refers to Trinseo and the affiliated companies to Trinseo.

- Civil Rights Acts

Trinseo is committed to complying with all applicable laws and regulations applicable to discrimination in the employment relationship. If you have any questions or concerns as to the applicability or effect of such laws or regulations you should contact Human Resources or the Chief Compliance Officer, which you may do directly or through the Compliance Hotline.

Reporting a Problem

Complaints or concerns should be reported immediately to your supervisor, Human Resources, or the Trinseo Chief Compliance Officer, either directly or through the Compliance Hotline. Complaints will receive prompt, appropriate, and confidential review and investigation. Employees are expected to cooperate if they are involved in the investigation process and to maintain appropriate confidentiality about matters being investigated.