

LABOR AND HUMAN RIGHTS POLICY

Labor Policy

Trinseo* believes that respect for the dignity, rights and ambitions of all people is a cornerstone of business excellence in the 21st century. This Labor and Human Rights Policy (the “Policy”) extends to all employees of Trinseo and to all people who work at any of Trinseo’s facilities around the world. We expect the suppliers and contractors with whom we do business to embrace similar values and standards.

Trinseo recognizes and respects all labor and employment laws – including those respecting freedom of association, privacy and equal employment opportunity – wherever it operates. Trinseo believes that working positively and directly with employees best serves their interests. Trinseo also strives to work cooperatively with duly chosen employee representatives in the common pursuit of the interests of the employees and the Company’s mission.

Child Labor Policy

The Child Labor Policy deals with Trinseo’s efforts to have a positive impact on the reduction of unlawful labor and child exploitation.

Trinseo complies with all child labor laws. Trinseo understands that children may legitimately perform tasks that do not interfere with their education, do not negatively affect their health, safety, and development, and are in compliance with applicable local, state, national, provincial, and international laws and regulations. Trinseo will endeavor to make its contractors, vendors and suppliers aware of its expectations and commitments to this Policy.

- Trinseo will comply with applicable child labor laws and regulations at all manufacturing operations and business facilities globally, including without limitation any legally required governmental postings about child labor laws and regulations.
- Trinseo will maintain accurate documentation as legally required to verify the age of all employees covered by applicable child labor laws and regulations.
- Hours of work, rates of pay and benefits will be in compliance with applicable laws and regulations.

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

- At no time will an employee under the locally applicable legal age be placed in a hazardous occupation in violation of applicable law.
- Employment of children, based on the locally applicable legal age, will be subject to additional internal EH&S review and audit of tasks and responsibilities as appropriate.
- Contractors, vendors, and suppliers working at Trinseo facilities will be subject to the provisions of this Policy. In addition, the Trinseo Purchasing department will communicate the intent and expectations of this Policy in all contractual agreements with Trinseo contractors, vendors, and suppliers.
- Trinseo will establish apprenticeship programs, summer hire programs, and high school/junior college technical programs that are intended to encourage further education and development of children.