



## **Policy Statement Against Slavery and Human Trafficking**

The AdvanSix Code of Business Conduct (the “Code”) and the AdvanSix Supplier Code of Conduct (the “Supplier Code”) set forth expectations and policies regarding human trafficking and slavery. AdvanSix has zero tolerance for human trafficking and slavery, has measures in place to ensure that AdvanSix employees, agents and suppliers do not engage in human trafficking and slavery activities, and continually revises those measures to keep in step with relevant legislation.

### **Human Trafficking Policy**

AdvanSix has a corporate-wide policy directed at combatting human trafficking. AdvanSix policy specifies that its employees, agents and suppliers shall **not** – amongst other activities -:

- (1) Engage in human trafficking;
- (2) Use forced labor;
- (3) Destroy, conceal, confiscate, or otherwise deny an employee access to that employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- (4) Make material misrepresentations during the recruitment of employees regarding: (i) the key terms and conditions of employment, including wages and fringe benefits, (ii) the location of work, (iii) living conditions, (iv) housing and associated costs (if employer or agent provided or arranged), (v) any significant cost to be charged to the employee, and (vi) if applicable, the hazardous nature of the work;
- (5) Use recruiters who do not comply with local labor laws of the country in which the recruiting takes place; and
- (6) Charge employees any recruitment fees.

### **AdvanSix Supplier Code of Conduct**

The Supplier Code will flow down to AdvanSix's global suppliers, which in turn are requested to ensure that the same requirements are met throughout the supply chain. The Supplier Code will also be incorporated as part of the AdvanSix standard form procurement contract.

The Supplier Code sets forth the expectation that AdvanSix's suppliers shall not traffic in persons or use any form of slave, forced, bonded, indentured, or involuntary prison labor. This includes a prohibition on the transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

As part of this commitment to prohibiting human trafficking, Suppliers may not engage in any of the following conduct: (1) Destroying, concealing, or confiscating identity or

immigration documents; (2) Using fraudulent recruiting tactics; or (3) Charging employees unreasonable recruitment fees or providing inadequate housing based on local standards, laws and directives.

AdvanSix reserves the right to terminate a supplier relationship if the supplier fails to comply with applicable legal requirements or the Supplier Code, including AdvanSix's policies aimed at combatting slavery and human trafficking.

### **Internal Accountability**

AdvanSix also requires its employees to follow the Code and its Human Trafficking Policy. The Code sets forth clear expectations regarding employee behaviors and compliance with laws. AdvanSix has zero tolerance for human trafficking or slavery. An integrity and compliance hotline is open at all times to all AdvanSix employees, customers, suppliers and other individuals to alert the AdvanSix Integrity and Compliance Team on an anonymous basis.

### **Training**

AdvanSix employees are required to complete periodic training on the AdvanSix policies and the Code. In addition, AdvanSix directors and executive officers certify, on an annual basis, as to their acknowledgment of the Code and that they will act in accordance with the Code. In connection with our quarterly and annual SEC reporting, certain key members of management similarly certify as to their compliance with the Code as well as confirmation of their responsibility to report suspected violations of law, Company policy and/or the Code.