

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

Eastman Chemical Company (“Eastman”), including its subsidiaries, is committed to conducting its business activities in accordance with the highest legal and ethical standards. To this end, Eastman strictly and unequivocally prohibits any form of slavery or human trafficking both within its global workforce and from any part of its supply chain. Eastman believes in the fundamental dignity and value of all humans regardless of race, color, religion, national origin, sex, age, gender identity, and all other statuses protected by law. Eastman maintains a comprehensive and far-reaching corporate compliance and ethics program that actively trains and instructs its employees on maintaining and committing to an ethical culture and complying with all applicable rules and regulations. Moreover, Eastman is committed to designing, maintaining, and constantly improving its compliance and ethics program to proactively adapt and evolve to ever changing risks and regulations.

Eastman’s commitment to the highest legal and ethical standards is reflected in our [Code of Business Conduct](#) (“Code”). A basic pillar of the Code is respect for fundamental human rights including freedom from child and forced labor. We seek to provide a safe, healthy, and desirable workplace with working conditions and payment of wages and benefits that meet or exceed applicable laws and regulations. Each Eastman employee receives annual training on the Code and is required to certify compliance and demonstrate an understanding of these topics. Eastman and its subsidiaries uphold the philosophy that all humans are equal and should be respected, regardless of status. We seek to ensure that all who work for and with Eastman uphold the same principles.

Eastman recognizes the [Universal Declaration of Human Rights](#) and echoes its essential tenet that affirms “. . .faith in the fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women . . .” Eastman expects the same ethical conduct from its suppliers. To emphasize Eastman’s expectations, Eastman provides its suppliers with a Supplier Code of Conduct brochure, *Doing Business with Eastman*, which expressly provides that Eastman will not knowingly or intentionally purchase goods or services from suppliers using child or forced labor, referring specifically to human trafficking. Our domestic purchase orders compel suppliers to certify that they neither engage in, nor will they engage in unlawful child labor or any form of slave, trafficked, forced, or compulsory labor, reinforcing their commitment to ethical conduct. As an additional means of managing our supply chain, Eastman routinely requires its suppliers to contractually commit to complying with applicable laws in business relationships with Eastman. In certain circumstances, Eastman may elect to perform audits of its business partners to ensure compliance with the standards articulated herein.

We continually evaluate our supply chain and will adopt appropriate measures when merited by the risk presented. Eastman maintains internal accountability standards for its employees and suppliers. Any employee found to be in violation of our Code is subject to disciplinary action, including termination, and any supplier found to violate our ethical business expectations is subject to termination of the business relationship. It is the responsibility of every employee of Eastman to report any incident of child labor, slave labor, or human trafficking. Any suspicion of such activity should be reported, at the earliest opportunity, to Global Business Conduct or the Law Department.

Eastman is committed to prohibiting the use, importation, or purchase of any goods manufactured wholly or in part in Xinjiang, China or by any entity listed in the [UFLPA Entity List](#), and fully supports the enforcement of the [Uyghur Forced Labor Prevention Act](#). Eastman believes the Uyghur Forced Labor Prevention Act is a crucial step in preventing the atrocious acts of human exploitation, human rights abuses, and slavery, and remains committed to ensuring its global supply chain is free from the same.

We appreciate your continued interest in Eastman and its products. Additional information can be found through the following links:

[Eastman Chemical Company](#)

[Bureau of Democracy, Human Rights, and Labor](#)

[Universal Declaration of Human Rights](#)

[U.S. Department of Labor International Child Labor & Forced Labor Reports](#)

[United Nations Human Rights](#)

[Uyghur Forced Labor Prevention Act](#)

[United Nations Guiding Principles on Business and Human Rights](#)