

EMPLOYEE AND HUMAN RIGHTS MATTERS



Ecovyst is committed to equal employment opportunity and inclusion. Both the law and Company policy require that equal opportunities be provided to all qualified individuals, without regard to race, color, religion, gender, national origin, age, disability, veteran status, sexual orientation, genetic information or any other characteristic or status protected by federal, state or local law.

Ecovyst requires that each of its workplaces be places where all employees are treated with dignity and respect. Ecovyst is committed to maintaining an environment free from abusive, offensive or harassing behavior which creates a hostile or unsafe work environment.

We do not tolerate any form of harassment, such as slurs, derogatory gestures, inappropriate pictures and e-mails, bullying or the display of objects that create a hostile work environment. We also do not tolerate threats, acts of violence and physical intimidation in our workplaces.

It is Ecovyst policy to comply with all applicable laws and regulations in each jurisdiction in which we operate in order to provide appropriate working conditions for our colleagues. This means that we comply with applicable laws regarding the employment relationship including those that (1) prohibit child labor, (2) set acceptable working conditions and working hours, (3) provide for fair wages, including minimum wages and overtime, (4) prohibit forced or bonded labor, (5) permit freedom of association and collective bargaining, and (6) prohibit discrimination, harassment and other forms of degrading or inhumane treatment. Using tools such as our Supplier Code of Conduct and contractual provisions, we also hold our business partners to the same high standards.

Report any actual or suspected violations of law or Company policy to management, Human Resources, the Chief Compliance Officer or through the Ecovyst EthicsPoint Concern Line.