



Phosgene Chemistry – Custom Chemicals

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VanDeMark Chemical Inc.
Diversity, Inclusion & Equality
Policy Statement

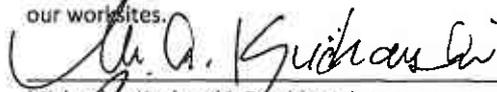
VanDeMark Chemical Inc. is committed to a workplace where all employees, despite race, color, religion, gender, sexual orientation, gender identity, national origin, age, genetic information, disability, veteran status or any other characteristic protected by law are valued and respected.

At VanDeMark, diversity is a strategic value expressed in every aspect of our business, from the markets and geographies we serve, the products and services we offer, and the employees that make it all happen. The success of the business is driven by this and the unique contributions individuals can bring to our organization in terms of their education, culture, ethnicity, race, sex, gender, age, language, veteran status, color, sexual orientation, and disability providing a valuable competitive advantage in the marketplace. We have created an environment that is welcoming to all, provides equal opportunities for our employees to grow, contribute and develop, and encourages all employees to be part of our team. Diversity is a key element that makes VanDeMark a better place to work and a better company to do business with.

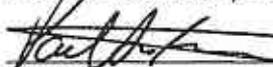
VanDeMark’s operating philosophy is guided by the following:

- We will build our organization with members who have diverse cultures, backgrounds and life experiences, welcoming the uniqueness each brings.
- We will foster a culture of open-mindedness, compassion and inclusiveness amongst all individuals and groups.
- We will maintain a professional work environment in which all individuals are treated with dignity and respect.
- We will recruit and reward based on capabilities and performance.
- We will provide annual training on diversity, inclusiveness and equality to strengthen the understanding and importance to our business.
- We will promote teamwork and collaboration at all levels of the organization as we approach our work each day.
- We will provide reasonable accommodations to qualified individuals with a disability so they can perform the essential functions of a job unless it causes a direct threat to themselves or others in the workforce.
- We will acknowledge and dismantle any inequalities within our policies, systems, and programs.
- We will comply with all federal, state and Hungarian laws when it comes to employment practices.
- We will create an environment where all individuals are encouraged to speak up and feel comfortable doing so.

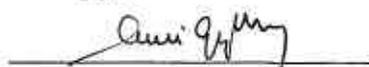
It is our core belief that this commitment to diversity, inclusion and equality is a key factor to the success of our business, and therefore we will remain committed to a non-discriminatory approach to all employment activities at our work sites.


Michael A. Kucharski, President & CEO, VanDeMark Chemical Inc.

June 17, 2020
Date


Paul Amels, General Manager
VanDeMark Chemical Inc.


Ann Marie Werth, Human Resources Manager
VanDeMark Chemical Inc.


György Emri, Managing Director
Managing Director, Framochem Kft.

