



FMC Policy on Human Rights

FMC Corporation is committed to the protection and advancement of human rights, as a general principle and with respect to its global business operations. This policy helps embed the responsibility to respect human rights throughout all of our businesses and functions, build increased trust with our external stakeholders and demonstrate international good business practices.

FMC's human rights policy is guided by the following:

- *The Universal Declaration on Human Rights*
- *The United Nations Global Compact Principles*
- The International Labor Organization's (ILO) *Declaration on Fundamental Principles and Rights at Work*
- FMC Corporation Code of Ethics and Business Conduct
- FMC Corporation's Commitment to Sustainability which includes regular reporting under the Global Reporting Initiative (GRI) guidelines with disclosure on FMC's management approach to human rights.
- FMC's firm belief that the protection and advancement of human rights is a global business best practice and a core element of business sustainability.

FMC's Human Rights Policy rests on the pillars listed below. We also expect our suppliers and contractors to commit to these same practices.

Non Discrimination

FMC is committed to respecting human rights. Trust, respect and ethical business conduct are essential to achieving and maintaining sound relationships among our employees. The recognition of the personal value and contribution of every employee is basic to these relationships. At FMC, we value the diversity of our employees and treat every employee with rights and respect. Consistent with applicable laws of the location, employees and applicants for employment will be judged on the basis of their performance and qualifications without regard to race, creed, gender, religion, national origin, age, disability, veteran status or sexual orientation. Appropriate remuneration will also be determined based on performance and qualifications without regard to race, creed, gender, religion, national origin, age, disability, veteran status or sexual orientation.

Child, Forced/Bonded Labor

FMC is opposed to any form of harmful child labor and forced or compulsory labor. It is FMC policy to prohibit harmful child labor or the use of forced or compulsory labor in all FMC workplaces.

Freedom to Associate/Collectively Bargain

FMC respects our employees' right to join, form or not join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialog with their representatives. FMC makes every effort to reach agreements that are mutually beneficial by collaborating with its workforce to find solutions for everyday interactions as well as in contract negotiations.



Health and Safety

Maintaining a safe and healthy work environment is integral to the operation of FMC's business. Accidents harm FMC's employees and undermine the effective performance of the business, as well as the trust of the communities in which FMC operates. FMC is responsible for preventing accidents by maintaining a healthy work environment, promoting a proactive safety culture, following safe procedures and practices and using all prescribed personal protective equipment.

Working Conditions, including hours

FMC treats all employees fairly and honestly regardless of where they work. All staff is entitled to reasonable rest breaks, access to toilets, rest facilities and potable water at their place of work, and holiday leave in accordance with the legislation of the jurisdiction where they work.

Fair Wages/Compensation

FMC will pay wages that meet or exceed the legally required wage or, where no wage law exists, the local industry standard. Every worker has a right to compensation for work performed.

Migrant workers

FMC expects all workers, including migrant workers, to be provided wages, benefits and working conditions that are fair and in accordance with local law. We do not condone holding workers' passports to keep them from leaving, charging any type of fee or deposit for employment, or any other unfair practice.

No harsh or inhuman treatment/harassment

Employees of FMC shall be treated with rights and in accordance with FMC's policy of maintaining a work environment free of all forms of harassment, whether sexual, physical, verbal or psychological. FMC will not engage in the use of indentured, slave, bonded or other forced involuntary labor. FMC rejects corporal punishment of any type.

Harassment can be any offensive act, comment or display that humiliates insults or causes embarrassment, or any act of intimidation or threat.