FMC CORPORATION
SUPPLIER CODE OF CONDUCT

PREAMBLE

FMC is committed to continuous improvement of its health, safety and environmental performance, listening and responding to public concerns, and reporting on our specific goals and progress toward meeting those goals. FMC recognizes that we have a responsibility to manage our business sustainably and with integrity. Accordingly, we have set high standards for the way we conduct business in the areas of social and environmental responsibility. As a member of the United Nations Global Compact, FMC expects our suppliers to conduct their business with similar standards of integrity and ethical behavior.

This Supplier Code of Conduct has been established to provide clarity on FMC's expectations from its suppliers. Suppliers must take reasonable measures to ensure that their suppliers and subcontractors act in accordance with this Supplier Code of Conduct.

ETHICS AND LEGAL REQUIREMENTS

Suppliers will conduct their business in a legal and ethical manner and act with integrity.

- *Compliance with Applicable Laws and Regulations*

  Suppliers will act in accordance with all applicable laws and regulations.

- *Avoid Conflicts of Interest*

  Suppliers will avoid any conflict of interest when interacting with FMC employees.

- *No Bribery*

  Suppliers will not engage in any form of commercial bribery with its suppliers, agents or customers. Furthermore, suppliers will not offer any incentive to any FMC employee or FMC employee's family in order to obtain or retain FMC business.

  Suppliers will not engage in any form of governmental bribery with any political, regulatory or other government employee and shall comply with the U.S. Foreign Corrupt Practices Act and all otherwise applicable laws dealing with the bribery of government officials.

- *Fair Competition*

  Suppliers will comply with all applicable laws regarding fair competition and antitrust.

- *Protect Information*

  Suppliers will safeguard FMC's confidential information and act to prevent its misuse, theft, fraud or improper disclosure.

• *Identification of Concerns*

Suppliers will provide means for their employees to report concerns or potentially unlawful activities in the workplace. Any report should be treated in a confidential manner. Suppliers will investigate such reports and take corrective action if needed.

- *Sanction Laws*

Suppliers will not engage in conduct that violates, or causes FMC to violate, applicable sanctions laws, including, but not limited to, procuring or sourcing, directly or indirectly, any products or materials provided to FMC from countries that are subject to comprehensive U.S. sanctions laws or dealing with prohibited persons.

HUMAN DIGNITY AND LABOR

FMC endorses, supports and promotes the values and the principles as provided for within the Universal Declaration of Human Rights and the conventions and core labour standards of the International Labour Organization. Suppliers are expected to do the same by protecting the human rights of their employees and by treating them with dignity and respect. Suppliers are also expected to promote human rights within the communities in which they operate through the improvement of economic, environmental and socialconditions.

• *Child Labor*

Suppliers will oppose harmful child labor and will protect children from work that is dangerous or that might harm their health or education.

• *Freely Chosen Employment*

Suppliers will not use forced or involuntary labor of any type and will not tolerate the trafficking or involuntary servitude of any worker.

• *Non-Discrimination*

Suppliers will not discriminate in their hiring practices on grounds of race, creed, gender, religion, national origin, age, disability or sexual orientation or other factors as mandated by applicable law. Suppliers will ensure that sexual harassment of their employees will not be tolerated.

- *Fair Treatment*

Suppliers will treat all employees with respect. Suppliers will refrain from using corporal punishment, violence or threats of violence or other forms of physical coercion or harassment.

• *Working Hours, Wages and Benefits*

Working hours for suppliers' employees will not exceed the maximum set by the applicable national law. Compensation paid to employees will comply with applicable national wage laws in the interests of providing an adequate standard of living. Supplier's employees will be paid in a timely manner.

• *Freedom of Association*

FMC expects that our suppliers will respect their 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 would expect our suppliers to be committed to establishing a constructive dialog with their representatives.

ENVIRONMENT, HEALTH AND SAFETY

FMC's commitment to sustainability includes efficient use of resources, respect for the environment and safety and healthy workplaces. FMC is committed to Responsible Care®, the Science Based Target Initiative (SBTi) and the United Nations Global Compact. FMC expects its suppliers to make similar commitments to continuously improve their environmental, health and safety performance.

- *Environmental Sustainability*

FMC encourages our suppliers to collaborate with us to eliminate waste and cost from our supply chain. Suppliers will strive to reduce emissions and waste, and use energy and natural resources efficiently. Suppliers will work with their employees, customers, contractors and commercial partners to promote responsible management of their products and processes through their entire life cycle, and for their intended end use.

FMC expects its suppliers to have in place an effective environmental policy to assess their environmental impact and track their scope 1 and scope 2 greenhouse gas emissions (as defined in the Green House Gas Protocol Reporting Standard).

- *Protect Health and Safety*

Suppliers will provide a safe and healthy workplace for their employees, including appropriate controls, training, work procedures and personal protective equipment. Suppliers will give health, safety and security a priority consideration in manufacturing its products and planning for new products, facilities and processes.

COMPLIANCE

Suppliers are expected to maintain management systems and controls to promote and facilitate compliance with applicable laws and the principles set forth in this Supplier Code of Conduct. Suppliers should also apply these or similar principles to the subcontractors and suppliers they work with in providing goods and services to FMC. FMC reserves the right to audit suppliers and their suppliers and subcontractors for compliance with this Supplier Code of Conduct.

It is the responsibility of each supplier to ensure that its employees and representatives understand and comply with this Supplier Code of Conduct.

This Supplier Code of Conduct is supplemental to any contract between FMC and supplier. To the extent that more specific or stringent terms are agreed in a contract, the contract terms shall control.

If you have any questions about this Supplier Code of Conduct, you may contact your procurement representative or Greg Marr, Director of Procurement Center of Excellence at greg.marr@fmc.com.