

Human Rights Policy

A. Policy Purpose

As a general principle, FMC Corporation (“FMC”) is committed to the protection and advancement of human rights, with respect to its global business operations. The purpose of this policy is to reinforce the responsibility to respect human rights across all aspects of the business, build increased trust with our external stakeholders and demonstrate international good business practices. FMC firmly believes that the protection and advancement of human rights is a global business best practice and a core element of business sustainability. This Human Rights Policy is rooted in the FMC Code of Ethics and Business Conduct and is guided by internationally agreed upon standards as outlined in Section G.

B. Scope

The obligations in this Policy apply to FMC, its subsidiaries, affiliates, joint ventures and all other entities, that, in each case, are directly or indirectly controlled or managed by FMC, and the employees and directors of these entities (to the extent applicable to their work for FMC). FMC expects suppliers and partners to adhere to business principles consistent with its own.

C. Guiding Pillars

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. FMC is committed to equal opportunity and will not tolerate discrimination and harassment, disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind.

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.

FMC gives particular regard to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or marginalization, including women; national or ethnic groups, religious and linguistic minorities; children; LGBT+ people, persons with disabilities; and migrant workers and their families.

Forced Labor, Child Labor and Human Trafficking

FMC is opposed to any form of harmful child labor, forced labor or compulsory labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. 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 or works council, we are committed to establishing a constructive dialog with appropriate 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 collective bargaining labor 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, and following safe procedures and practices, using all prescribed personal protective equipment.

Working Conditions and Hours

FMC treats all employees fairly and honestly regardless of where they work. All staff are entitled to reasonable rest breaks, access to restrooms, rest and changing facilities and potable water at their place of work, and personal 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 and any legal working papers 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 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 include offensive acts, comment or display that humiliates, insults or causes embarrassment, or any act of intimidation or threat.

D. Training and Reporting

Training and Communication

FMC commits to the regular training of its employees on human rights. In addition to human rights training, new FMC employees receive training on the Code of Ethics, which serves as the foundation for this policy, followed by regular recertification for all employees. FMC provides human rights training, tailoring content to different roles, functions and business partners. FMC strives to integrate human rights management across its operations and business relationships through steering and governance. FMC mitigates human rights risk by integrating human rights considerations into due diligence process, policies and internal systems and training.

In accordance with the Global Reporting Initiative, relevant developments regarding FMC's human rights activity will be reported in the Company's annual Sustainability Report.

Reporting

This Human Rights Policy is aligned with FMC's Code of Ethics and Business Conduct, which establishes a grievance mechanism for FMC employees to report internal potential violations. FMC maintains an Ethics Response Line, for reporting suspected violations of FMC's Code of Ethics and Business Conduct and/or any other FMC policy. The Ethics Response Line or one of the other reporting mechanisms described in Section 4 of the Code of Ethics and Business Conduct can be utilized to report concerns.

FMC is committed to a prompt and thorough investigation of all allegations of misconduct. Employees have an obligation to cooperate in all such investigations. The Company has a zero-tolerance policy for retaliation due to making a report in good faith, raising a complaint or cooperating with any investigation. The Company will take appropriate remediation action, if necessary, if a determination of misconduct is found at the conclusion of the investigation. Violation of this policy could result in disciplinary action, up to and including termination.

E. Suppliers and Partners

As outlined in our Sustainable Sourcing Statement and Supplier Code of Conduct, FMC expects our suppliers to conduct business with high integrity and in accordance with all local laws and regulations, including human rights. The FMC Supplier Selection and Approval Process serves as a mechanism to perform due diligence, screening and third-party assessments of suppliers in the onboarding of new vendors. The Sustainability Sourcing Statement additionally outlines adherence to modern slavery regulations and mechanisms to conduct ESG and risk assessments as appropriate, including screening criteria and corrective action plans.

Our standard terms and conditions provide that FMC may terminate its commercial relationship with suppliers, contractors and other business partners who are contracted on those terms and conditions if they breach the FMC Supplier Code of Conduct.

F. Responsible Party and Oversight

The Corporate Sustainability Office is responsible for administering and amending this Policy. The Sustainability Committee of the FMC Board of Directors shall review and provide guidance on the Company's sustainability programs and initiatives, including human rights-related issues and initiatives.

G. Related Policies and Guiding Standards

International Guiding Standards

Universal Declaration on Human Rights
United Nations Global Compact Principles
International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
UN Guiding Principles on Business and Human Rights
OECD Guidelines for Multinational Enterprises
Responsible Care Global Charter for the Chemical Industry
Global Reporting Initiative (GRI) Guidelines

Related FMC Policies

FMC Code of Ethics and Business Conduct
FMC Sustainable Sourcing Statement
FMC Supplier Code of Conduct