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Human Rights & Labor Policy

Introduction

DD Chemco strives to operate its business in an ethical manner – we understand that the chemicals we distribute have an environmental and social impact. Furthermore, DD Chemco recognizes human rights to guarantee that our company is free from harassment or abuse. We also recognize human rights to provide a safe and healthy work atmosphere for all our employees. DD Chemco is dedicated to ensuring no modern slavery takes place within our company or our suppliers. This Human Rights & Labor Policy is applicable to our only location in Los Angeles, California.

Training Available to Staff

We provide training to our employees on ethical values, anti-harassment, diversity concerns, and non-prejudice in the workplace.

Our Policies

Our *Corporate Social Responsibility* defines our pledge to honesty, integrity, and mutual respect. Additionally, our *Sustainable Procurement Policy* and *Business Ethics Conduct* outlines the high ethical principles of our company. Ethical business conduct is implemented daily at DD Chemco because we are devoted to its importance in the workplace. Where required, our employees are supplied with safety equipment suitable for the work being completed. DD Chemco forbids discrimination based on race, ethnicity, age, sexual orientation, gender, gender identity, religion, disability, or political affiliation.

Due Diligence

DD Chemco abides to international human rights laws and complies with local applicable laws. Our suppliers must comply with DD Chemco's commitments under the following guidelines and policies:

- The Universal Declaration of Human Rights.
- The five Department of Labor (DOL) human rights regarding abolition of child labor, elimination of forced labor, freedom of association and collective bargaining, non-discrimination, and working conditions.
- Supplementary DD Chemco guidelines which support human rights principles such as Occupational Safety and Health Administration (OSHA), Anti-Bribery & Fraud, Whistle Blowing, Sexual Harassment, and Violence and Abuse.

This policy is reviewed and published annually. Next review on March 1, 2022.

03/01/2021

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In the fifty-year history of DD Chemco, we have not had any occupational safety incidents, ethics related incidents or legal actions related to ethics. We intend to continue maintaining safe and healthy working conditions for our employees.



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Appendix



Universal Declaration of Human Rights

<https://br.usembassy.gov/united-states-remains-committed-to-universal-declaration-of-human-rights/>



Department of Labor (DOL):

<https://www.dol.gov/agencies/ilab/our-work/workers-rights>



Occupational Safety and Health Administration (OSHA):

<https://www.osha.gov/stateplans>