

FMC's Compliance with the California Transparency in Supply Chains Act of 2010 (SB657)

On January 1, 2012, the California Transparency in Supply Chains Act of 2010 (SB 657) went into effect, requiring retailers and manufacturers above a certain size doing business in California to disclose measures used to track possible slavery and human trafficking in their supply chains. The disclosure is aimed at providing information to consumers, allowing them to make better, more informed choices about products they buy and the companies they support.

FMC Corporation is committed to conducting its business with honesty and integrity and complying with all applicable laws and to operate its business in an ethical, sustainable and safe manner.

Through the FMC Code of Ethics and the Supplier Code of Conduct, FMC requires its employees, contractors, and suppliers to share these same high standards.

FMC's efforts to support the dignity of all workers include:

- A contractual commitment by its suppliers to affirmatively abide by the Supplier Code of Conduct, including the principle of freely chosen employment.
- A supplier pre-qualification process that requires suppliers to certify that the materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries where they are doing business.
- Training of procurement personnel on the Supplier Code of Conduct
- Employee training on protecting human rights in the supply chain.

FMC reserves the right to assess and monitor suppliers' compliance with these requirements as needed.

The Global Procurement Group oversees the supplier qualification process and regularly evaluates and updates its procedures and processes in order to maintain these high standards in an ever changing and evolving world.