



Affirmative Action and Equal Employment Opportunity Policy

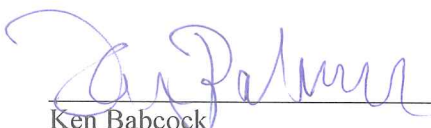
Monument Chemical provides equal employment and advancement opportunities to all qualified individuals. This policy is supported by all levels of management including the Company's Site Leader. To achieve this goal, Monument Chemical takes affirmative action to employ and advance in employment, qualified disabled persons, disabled veterans, recently separated veterans, Armed Forces service medal veterans and other protected veterans, in compliance with Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C 793, and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and 38 U.S.C. 4212 ("Section 4212" or "VEVRAA")(Collectively "the Acts"). All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion are administered without regard to disability or other protected veteran status, and all employment decisions are based on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity under the Acts or any other law requiring equal opportunity for disabled persons and other protected veterans;
3. Opposing any practice made unlawful by the Acts or any other law requiring equal opportunity for disabled persons and other protected veterans; or
4. Exercising any other right protected by these Acts or the implementing regulations.

Kelli Richard, HR Generalist, serves as Monument Chemical's EEO Coordinator. The position is responsible for equal employment and affirmative action matters and implementing and monitoring personnel procedures under this Affirmative Action Program for qualified disabled individuals and protected veterans and will keep management informed of the status of the combined program.

A copy of the Equal Employment Opportunity statement reaffirming Monument Chemical's commitment to qualified disabled individuals and covered veterans is posted and requests to receive this statement in an accessible form are accommodated. This program is available for review upon request by any applicant or employee by contacting the EEO Coordinator during regular business hours (Monday – Friday 8:00am – 4:30pm). Notice of this availability for review is posted for applicants and employees.

It has been and shall continue to be both the official policy and the commitment of Monument Chemical, including all its divisions (hereinafter referred to as "The Company") to further equal employment opportunities for all persons, among others, regardless of race, religion, color, national origin, sex, age, status as a protected veteran or status as a qualified individual with a disability. The Company's EEO policy, as well as its affirmative action obligations, includes the full and complete support of the Company, including its Site Leader.



Ken Babcock
Site Leader

June 1, 2021 - May 31, 2022
Plan Year




Monument Chemical Kentucky
2450 Olin Road
Brandenburg, KY 40108

Subject: Kelli Richard designated as Equal Employment Opportunity Coordinator

Kelli Richard, HR Generalist, serves as Monument Chemical's EEO Coordinator responsible for implementing and updating the Affirmative Action Program annually. That responsibility includes, but is not limited to the following:

1. Developing equal employment opportunity policy statements, Affirmative Action Programs and internal and external communication procedures.
2. Assisting in the identification of Affirmative Action Program and equal employment opportunity problem areas, if any;
3. Assisting management in arriving at effective solutions to Affirmative Action Program and equal employment opportunity problems, if any;
4. Developing and implementing monitoring and reporting systems to measure effectiveness of the Affirmative Action Program and the degree to which goals and objectives are met, and to identify the need for remedial action, if any;
5. Reviewing the results of Monument Chemical's monitoring and reporting system with management and advising top management of program effectiveness;
6. Auditing the contents of the Company's bulletin board to ensure compliance information is posted and up-to-date; and
7. Serving as liaison between the facility and affirmative action and equal employment opportunity enforcement agencies.

Kelli Richard has the authority, resources, support of and access to top management to ensure the effective implementation of the Affirmative Action Program. Developing, modifying and maintaining written affirmative action plans (AAPs), in compliance with the applicable rules and regulations of the OFCCP.



Ken Babcock
Site Leader

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