EASTMAN

Eastman Company UK Ltd Statement on Slavery and Human Trafficking

Introduction

This statement sets out Eastman Company UK Ltd.'s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 January 2023 to 31 December 2023.

Organisational Structure

Eastman Company UK Ltd, is a subsidiary of Eastman Chemical Company, the Company was incorporated in 1996. Eastman Company UK Ltd.'s business is as a wholesale distributor of Eastman Chemical products in the UK and Ireland.

Relevant Policies & Training

Eastman Company UK Ltd is committed to conducting its business activities in accordance with the highest legal and ethical standards. This commitment is reflected in our Code of Business Conduct ("Code"), which is available at: Eastman Chemical Company's Code of Conduct

A basic pillar of the Code is respect for fundamental human rights including freedom from child and forced labour. Eastman forbids the use of unlawful child labour in its workforce and does not utilise forced or compulsory labour. We seek to provide a safe, healthy, and desirable workplace with working conditions and payment of wages and benefits that meet or exceed applicable laws and regulations. Each employee receives annual training on the Code and is required to certify compliance.
More information and our commitment can be found in the Policy statement on Human Rights, which is available at: Eastman Policy Statement on Human Rights

Due Diligence

Eastman Company UK Ltd expects the same ethical conduct from its suppliers. To emphasize Eastman Company UK Ltd.'s expectations, Eastman Company UK Ltd requires its suppliers to adhere to its Third Party Code of Conduct, Doing Business with Eastman, which expressly provides that Eastman Company UK Ltd will not knowingly purchase goods or services from suppliers using child or forced labour, referring specifically to human trafficking. To ensure our suppliers' commitment to ethical conduct, our domestic purchase orders require our sellers to certify that they do not and will not knowingly use unlawful child labour or slave, human trafficked, forced, or compulsory labour. As an additional means of managing our supply chain, Eastman Company UK Ltd routinely requires its suppliers to contractually commit to complying with applicable laws in business relationships with Eastman Company UK Ltd.

Eastman Company UK Ltd through Eastman periodically conducts risk assessments, to determine whether we directly purchase goods identified as being at risk for the use of child or forced labour. We've identified no such goods that we purchase other than those addressed in our conflict minerals due diligence, the results of which are published annually in Eastman's Conflict Minerals Disclosure and Report filed with the Securities and Exchange Commission. We continually evaluate our supply chain and implement appropriate measures when merited by the potential risk presented.

EASTMAN

Eastman Company UK Ltd maintains internal accountability standards for its employees and suppliers. Any employee found to be in violation of our Code is subject to disciplinary action, including termination, and any supplier found to violate our ethical business expectations is subject to termination of the business relationship.

Further Information

We appreciate your continued interest in Eastman Company UK Ltd and its products. Additional information including our annual Sustainability Report can be found at our corporate website, www.eastman.com.

SIGNED: **Date:** 27 June 2024



Inari Seppä
Director, Circular Advocacy