



January 2024

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Avient Corporation provides equal opportunity in all aspects of its employment practices. Avient Corporation maintains a policy of non-discrimination in providing equal employment to all qualified employees and candidates regardless of race, sex, sexual orientation, gender identity, age, color, religion, national origin, disability, genetic information, protected veteran's status, or other legally protected classification in the state or locality in which a person is employed.

Any form of discrimination in violation of the provisions of Title VII of the Civil Rights Act of 1964, as amended, Title I and Title V of the Americans with Disabilities Act of 1990, as amended, The Age Discrimination in Employment Act of 1967, as amended, and/or Title II of the Genetic Information Nondiscrimination Act of 2008, or this policy is against the interests of Avient and its employees and will not be permitted. This policy extends to freedom from unlawful discrimination, harassment or intimidation in all aspects of employment, including recruitment, hiring, working conditions, compensation, training, discipline, promotions, transfers, lay-offs, and termination.

Avient Corporation's continued dedication to equal employment opportunity may be re-emphasized and augmented in programs of affirmative action throughout the Company, if and as required by law. It is extremely important that all employees of our Company comply with this policy. All employees, supervisors, and members of management must accept individual responsibility for ensuring compliance with this policy. Failure to comply with these requirements can subject offenders to disciplinary action, up to and including termination of employment.

All employees should feel free to exercise their rights under this policy. Retaliation, coercion, intimidation, interference, and discrimination as a result of an employee's or applicant's making a discrimination complaint under this policy in good faith or participating in the investigation of a discrimination complaint are prohibited. You are encouraged to contact your supervisor, your Human Resources representative, or the Corporate Human Resources department if you believe that there has been a violation of this policy, or you can notify the company's EEO/AA compliance officer at PeopleLink@avient.com.

Attainment of equal opportunity requires our full and continuing commitment.

Ashish Khandpur
President and CEO