

WHERE TO GET HELP OR REPORT

THE HOTLINE

In addition to following the reporting procedures in our policies and applicable law, you may contact our Hotline to report any conduct suspected to be unethical or in violation of applicable laws, rules and regulations, the *Global Standards of Business Conduct* or any other code, policy or procedure of the company.

The Hotline is available 24 hours a day, seven days a week and translation service is available for callers who speak languages other than English. All calls to the Hotline can be completely anonymous and are handled in a confidential manner. We disclose the substance of a report and/or the identity of the person making the report, if known, only on a need to know basis, to the extent deemed necessary by the company in order to conduct a thorough investigation and respond appropriately to the report.

Should you become aware of any issue concerning the company's financial integrity, including questionable accounting or auditing matters, the matter should be immediately reported to the head of Legal or to the Hotline. Employees may also report incidents and violations through the Company Intranet. If requested, the head of Legal will arrange for concerns to be submitted anonymously to the Audit Committee.

NON-RETALIATION POLICY

We will not authorize or permit any form of retaliation against those who report, in good faith, any actual or suspected violation of our *Global Standards of Business Conduct*, any company policy or the law. Intentional submission of a false report, however, will not be tolerated. If you believe you have been retaliated against for making a report in good faith, you should immediately contact the Human Resources department or the Hotline.

CONTACT INFORMATION

HOTLINE

US & Canada toll free: 1-844-473-0068

Online: nexeoplastics.ethicspoint.com

International callers:

visit nexeoplastics.ethicspoint.com for your country dial-in

Email: Compliance@nexeoplastics.com

EMPLOYEE ASSISTANCE PROGRAM

1-800-638-3327

www.elpap.com

LEGAL DEPARTMENT

Legal@nexeoplastics.com

COMPLIANCE DEPARTMENT

Compliance@nexeoplastics.com

HR DEPARTMENT

HR@nexeoplastics.com