



# Sustainability for a Better Tomorrow

# 2023

SUSTAINABILITY REPORT

## Interactive PDF

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## On Our Cover

This beautiful photo of Torres del Paine National Park, Patagonia, Chile was submitted by Catherine Blackwell, R&D Chemist, CAI (United Kingdom) appears on our cover. [Click to see more from our Earth Day 2023 Photo Contest](#)



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# 2023

## Message from the CEO

### Leading the Way in Sustainable Materials Science and Stewardship

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I am extremely proud to be serving in my first year as CEO of Avient, a company that is enabling improved sustainability in many facets of our world today.

In fact, Avient's leadership position and expertise in sustainable solutions was one of the key reasons why I joined the company. Our team has a unified purpose and alignment on the important role we play in creating a more sustainable future—which is captured in Avient's four cornerstones of sustainability (People, Products, Planet, and Performance). We invest in each of these cornerstones and view them as inextricably linked.

As you read through our 2023 Sustainability Report, you will see a large number of contributions and highlights of our impact. You'll also better understand [our goals](#), progress, and the ongoing, innovative work we're doing to advance even further.

Our advancement continues to be recognized. Last year, we improved [our ratings](#) from two key and influential third-party agencies, earning a Gold medal from EcoVadis (94th percentile) and an A- from CDP. Avient also qualified for the prestigious listings of America's Most Responsible Companies (Newsweek/Statista), 100 Most Sustainable Companies (Barron's), and America's Climate Leaders (USA Today). Internally, we were certified for the fifth year as a Great Place to Work®.

We are proud of these awards and recognitions, but they are not what drives us at Avient. Our work in sustainability originates from a core tenet of utilizing innovation to help our customers meet their commitments and to add value for our stakeholders—and ultimately—our planet.

Avient can and will do much more in sustainability, leveraging our expertise in materials science and passion for excellence. I am inspired to be leading Avient's talented team of 9,300 employees, upholding high standards of environmental stewardship, social responsibility, and ethical governance.

Thank you for your interest in our company, and I hope you enjoy reading this Sustainability Report.

**Dr. Ashish Khandpur**

President and Chief Executive Officer

# 2023

## Message from the Governance and Corporate Responsibility Committee

### Avient Board of Directors

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Dear Avient Stakeholder,

We appreciate that you have chosen to read Avient's Sustainability Report.

Avient has clear responsibilities related to environmental, social and governance (ESG) matters. We provide oversight and guidance with regard to how the Board and management evaluate and integrate these responsibilities into Avient's business conduct. This includes equal opportunity and respect for all people, regardless of religious beliefs, age, race, gender or sexual orientation, as fully explained in Avient's [Code of Conduct](#) and its [Human Rights Policy](#). This also includes being a passionate steward of our natural resources for the long-term health and vitality of our planet.

As you read this report, you will note that Avient has policies, partnerships, investments, and actions in support of ESG leadership. This multifaceted approach to addressing ESG matters reflects the company's commitment to put thoughtful measures in place to tackle these difficult issues.

There are many aspects to sustainability, and they are integrated into Avient's strategy and [2030 Sustainability Goals](#). These goals were instituted four years ago to deliver value to the company's many stakeholders, and the company's progress toward their achievement has been published for each.

Looking ahead, the need for business leadership on ESG-related matters has never been greater. Our [2030 Sustainability Goals](#) will challenge us to lead by example, collaborate with stakeholders on sustainable solutions, and advance inclusion in our workplace and communities. This Sustainability Report captures our on-going progress in this important work.

We thank you for your ongoing interest in this growing, innovative company and the positive impact that Avient is making through the responsible and safe execution of our vision.

Sincerely,

**Members of the Governance and Corporate Responsibility Committee,  
Avient Board of Directors**



Sandra Beach Lin



Richard Fearon



Gregory Goff



Neil Green



Kerry Preete



Dr. Patricia Verduin

# Our Sustainability Strategy

Sustainability is integral to achieving Avient's vision, mission and performance. We enhance our strong strategic foundation with sustainability cornerstones, which provide guideposts for our corporate responsibility and customer-centered innovation. Avient is committed to meeting the needs of the present without compromising the ability of future generations to do the same.

## Our Sustainability Guiding Principle and Four Cornerstones

To enable our customers' innovation and sustainability goals through world-class products and services.



### PEOPLE

People are essential to Avient's sustainability strategy, and we invest accordingly in our associates and within our communities.



### PRODUCTS

Our ability to enable our customers' sustainability goals through materials science and design expertise is a key differentiator for our company.



### PLANET

Climate change continues to be one of the defining issues of our time, and at Avient, we are dedicated to do our part.



### PERFORMANCE

Ultimately, our performance must drive growth as a truly world-class, sustainable organization, achieving the right results, the right way.

# Sustainability Performance & Recognition

We have made significant progress in executing our sustainability strategy, as evidenced by our scores among key rating agencies and awards granted to Avient by esteemed third-party institutions. Most notably, in 2023 we achieved a Gold rating for EcoVadis and an A- rating for CDP Climate Change.

## Sustainability Ratings *(as of 12/31/2023)*



17<sup>th</sup><sup>(1)</sup>  
PERCENTILE  
in Specialty  
Chemicals



ISS ESG	Quality Score
ENVIRONMENTAL	2
SOCIAL	1
GOVERNANCE	4

## Sustainability Awards & Certifications



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# 2030 Sustainability Goals and Current Progress

## Avient was proud to announce our 2030 Sustainability Goals

four years ago to share our commitment to drive sustainability for all of our stakeholders. Internal sustainability teams drive initiatives and workstreams to meet these targets, and we remain committed to aggressively pursuing their attainment through internal rigor, investment and innovation.

In 2023 we met our renewable energy goal, and continue to be on track to meet our other 2030 targets.

Learn more about our approaches to accomplishing these commitments throughout this report.



48% in 2023

ON TRACK

Energy efficiency improvements and green energy procurement

55%

Greenhouse Gas Emissions

Reduction in Scope 1 & 2 emissions vs. 2019



12.7% in 2023

GOAL MET

47 "landfill free" sites

3%

Waste to Landfill

Annual reduction in waste to landfill intensity



62% in 2023

GOAL MET

Green electricity purchase agreements

60%

Renewable Energy

Source electricity from renewable sources



70% in 2023

ON TRACK

Utilized EcoVadis to facilitate assessments

90%

Suppliers Assessed

Assess supplier spend for alignment with our Sustainability objectives



91% in 2023

ON TRACK

Launched solutions to reduce carbon footprint & enable circular economy

100%

Recyclable/Reusable Packaging

Enable products manufactured for consumer packaging to be recyclable, reusable or compostable



8% 2016–2023

ON TRACK

Delivered 8% organic CAGR (2016–2023)

8–12%

Sustainable Solutions Revenue

Annual growth (CAGR)

LEARN MORE

Avient Sustainability

# Avient Reaffirms Commitment to U.N. Global Compact

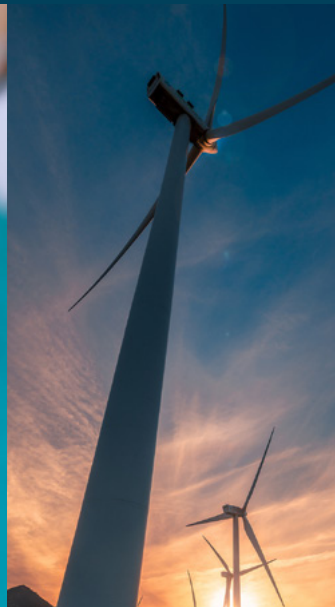
The [U.N. Sustainable Development Goals \(SDGs\)](#) address global environmental, social and economic issues and blueprint the path to a more sustainable future. The SDGs include specific progress targets for 2030, and encourage strong commitment by all stakeholders to implement the global goals. Society will increasingly look to companies like Avient to develop solutions that address these sustainability challenges. We identified and mapped the SDGs that are most relevant to Avient and align with our [sustainability goals](#) and business model. There are five SDGs (as shown below) where we believe Avient's innovation capabilities can make the greatest impact.



## Avient Aligns with Five Sustainable Development Goals

[LEARN MORE](#)

Avient Sustainability

**3** GOOD HEALTH AND WELL-BEING**7** AFFORDABLE AND CLEAN ENERGY**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE**12** RESPONSIBLE CONSUMPTION AND PRODUCTION**13** CLIMATE ACTION

# Engaging with Our Stakeholders

We respond to customer and shareholder inquiries directly, including requests for information regarding key sustainability topics related to health and safety, environment and social policies, programs and performance. Our Sustainability Report is intended to provide updates to our many stakeholder groups on the performance and outcomes in these areas annually. The additional channels for engagement described in the table below vary in type and frequency, and are focused on the topics most relevant to each group.

Our leaders and their teams assess and identify material topics to our stakeholders, and work to ensure our channels of engagement support ongoing collaboration.

Stakeholder	Engagement	Topics
<b>Customers</b>	Sales and technical meetings, plant visits, trade publications, social media, surveys and feedback	Sustainability, business performance, materials science innovation, customer service and satisfaction, technical problem solving, product safety and regulatory information
<b>Employees</b>	Quarterly Global Associate Meetings, employee engagement surveys, ongoing intranet communication, team meetings and town hall presentations, Employee Resource Groups	Safety, sustainability, business and individual performance, engagement action plans, policy and organizational information, career development and training, benefits and compensation
<b>Communities*</b>	<a href="#">Employee community service</a> , site management touchpoints with community leaders, Avient website, social media, Chamber of Commerce and other memberships	Sustainability, philanthropic and volunteer opportunities, emergency preparedness, safety and environmental protection, employment opportunities
<b>Shareholders</b>	Quarterly earnings calls, conference calls, shareholder meetings, <a href="#">Avient Investor Relations webpage</a>	Sustainability, financial performance, business strategy and execution
<b>Suppliers</b>	Contract negotiations, sustainability assessments, business reviews, individual meetings, Annual Supplier Summit	Growth and sustainability opportunities, quality, cost, innovation
<b><a href="#">Industry Associations</a></b>	Associations such as American Chemistry Council, collaborative initiatives such as the Alliance to End Plastic Waste	Sustainability, health & safety, supply chain, regulation, community action, various industry-specific initiatives
<b>Government and Other Regulatory Agencies</b>	Avient Political Action Committee, regular communications and outreach	Sustainability, business performance, regulations

\*Based on ongoing assessment of our footprint, Avient does not operate on indigenous lands. In the event that Avient operations should operate on indigenous lands in the future, we would leverage our existing community stakeholder engagement programs as outlined above to consult with indigenous people.

# Strong Foundation, Confident Future

Avient Corporation was originally established as PolyOne Corporation in 2000 through the consolidation of two companies in the materials industry. The early years were challenging as the company struggled to find or create its identity as a combined enterprise. That changed in 2006 when we embarked on a specialty transformation journey.

As the company evolved into specialty areas, we focused on putting our customers and their needs first, then looking inward to make a difference. Coincident with the acquisition of the Clariant Color business in 2020, we branded the collective enterprise Avient—a new name for a new kind of materials company.

In 2022, we expanded our materials offering with the acquisition of the protective materials business of DSM, including the Dyneema® brand, the World's Strongest Fiber™.

Today, we are a leader in specialized and sustainable materials solutions that transform customer challenges into opportunities, bringing new products to life for a better world. Our offerings include specialty engineered materials, performance fibers, advanced composites, and color and additive systems.

Our strong foundation, customer focus, the breadth of our materials science offering, and depth of knowledge have poised Avient to drive growth and innovation for a sustainable future.



# Who We Are

Avient Corporation (NYSE: AVNT), with 2023 revenues of \$3.1 billion, is a leading provider of specialized and sustainable materials solutions. As of December 31, 2023, Avient employed approximately 9,300 associates and is certified [ACC Responsible Care®](#), a founding member of the [Alliance to End Plastic Waste](#) and certified [Great Place to Work®](#). For more information, visit [www.avient.com](http://www.avient.com).

## Our Vision

At Avient, we create specialized and sustainable materials solutions that transform customer challenges into opportunities, bringing new products to life for a better world.

## Our Culture

### Core Values

**Collaboration. Innovation. Excellence.**

These core values, which begin with our individual decisions and actions, focus our attention on putting the customer first by creating genuine value through collaboration, innovation and an unwavering commitment to excellence. We will uphold these values with the utmost integrity in all that we do.



### Personal Values

**Integrity. Honesty. Respect.**

These personal values begin with each of us—the judgments and decisions we make as individuals affect the way Avient is viewed in the marketplace and in the communities where we work.



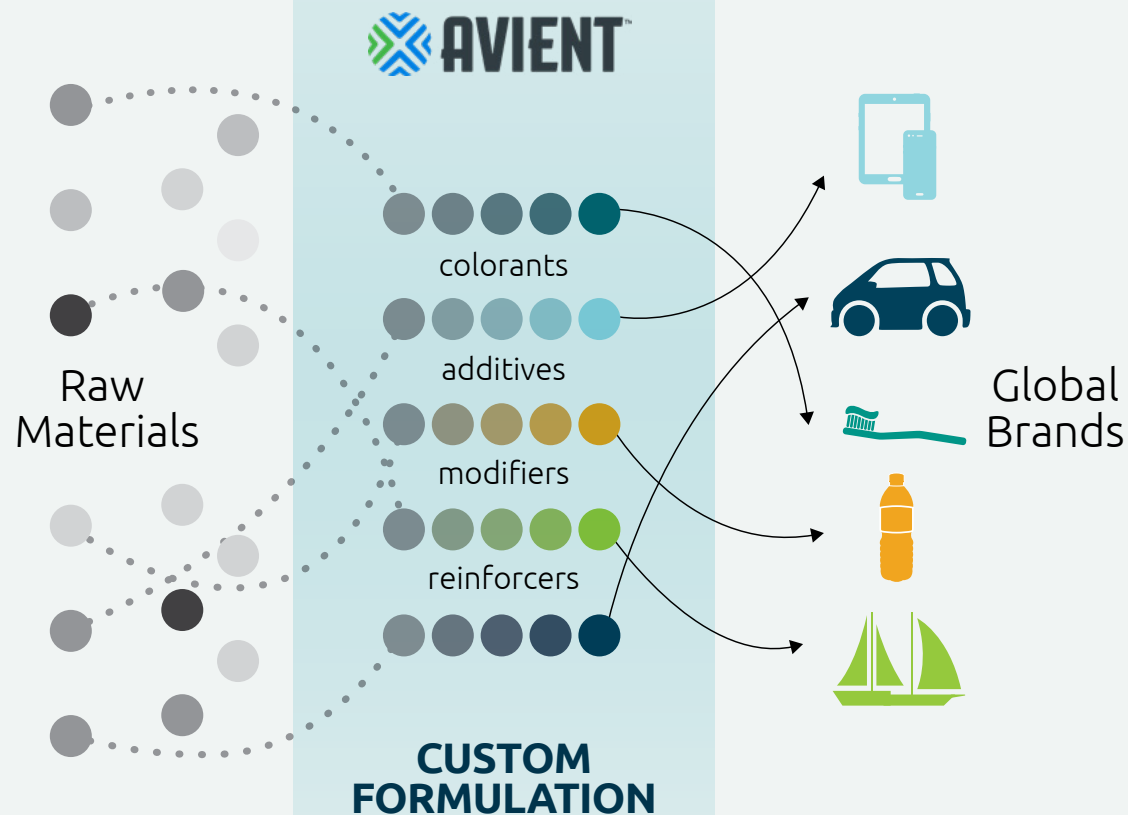
# What We Do: Materials Science

Avient's vision is to create specialized and sustainable materials solutions that transform customer challenges into opportunities, bringing new products to life for a better world. To fulfill our vision, we leverage our unique position in the value chain to offer leading solutions and services around the world.

Starting with raw materials, we source the best polymers, additives, modifiers, fillers, reinforcers, colorants and pigments. We offer specialty expertise and innovation to help our customers get exactly what they need. Our materials science expertise supports material decisions, while our processing expertise guides customers to use the materials properly. Our design recommendations help create the end use applications. Moreover, our experienced scientists are focused on providing unique innovations that help our customers achieve their sustainability goals.

Our sustainable solutions portfolio helps our customers to solve complex sustainability challenges, including enabling the use of more recycled content, or biopolymers, sustainable infrastructure, human health & safety, lightweighting, reducing volatile organic compounds, reducing energy usage, and offering eco-conscious solutions.

We sell our solutions to Brand Owners/OEMs, processors and assemblers to enable their sustainability goals in applications like consumer, packaging, transportation, healthcare, defense, and building and construction.



# Revenue by Geography and End Market

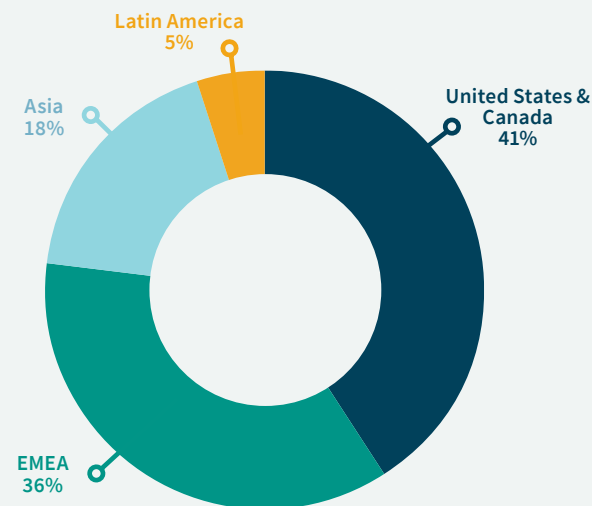
The importance of sustainability is not limited by geography or end market. More innovative product designs, through continual improvement and global customer pull, provide Avient a unique opportunity to help.

Our global footprint offers both state-of-the-art facilities and talented commercial associates that enable quick collaboration with our customers—where they need us, when they need us. Whether it's a large multi-national OEM, or a smaller product manufacturer launching a localized product, Avient is there to serve.

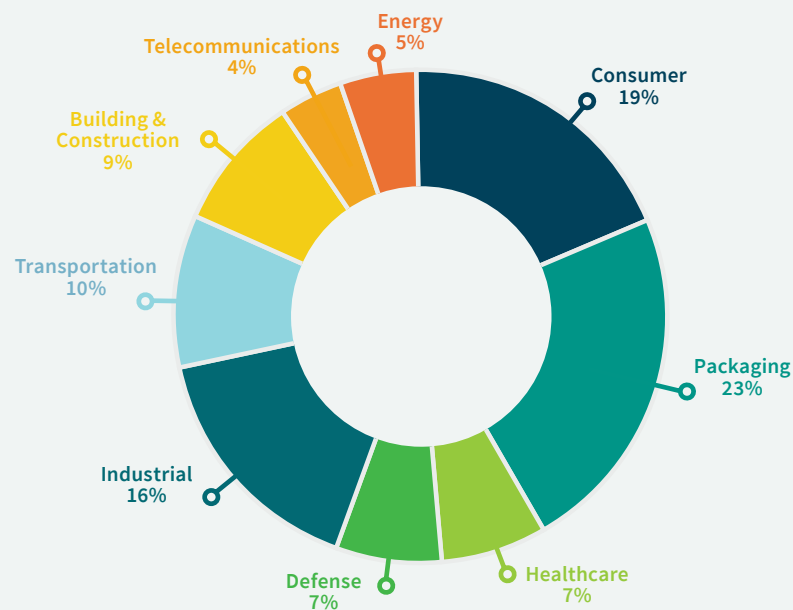
From healthcare to transportation to packaging, and everything in between, we help our customers meet their product design and sustainability goals.

In the revenue by end market chart on the right, you can see the preponderance now heavily focuses on markets with secular growth trends that can grow in excess of GDP.

## Revenue by Geography 2023



## Revenue by End Market 2023



# Where We Are: Global Locations

Headquartered in Avon Lake, Ohio, we have operations around the world.

We believe that the quality, production capacity and locations of our more than 100 facilities helps to maintain our competitive position and accelerate speed to market. Our breadth of operations also optimizes environmental and transportation impacts through local and regional production of our materials and ultimate delivery to customers.

Color, Additives and Inks (CAI)				Specialty Engineered Materials (SEM)	
1. Glendale, Arizona	22. Lomas de Zamora, Argentina	44. Kalol, India	65. Jurong, Singapore	1. Birmingham, Alabama	22. Istanbul, Turkey
2. Phoenix, Arizona	23. Assesse, Belgium	45. Pune, India <sup>(d)</sup>	66. Randburg, South Africa	2. Mesa, Arizona	23. Leek, United Kingdom
3. Bethel, Connecticut	24. Louvain-La-Nueve, Belgium	46. Rania, India	67. Alicante, Spain	3. Englewood, Colorado	Maryland Heights, Missouri <sup>(b)</sup>
4. Dalton, Georgia	25. Itupeva, Brazil	47. Vashere, India	68. Barcelona, Spain	4. Montrose, Colorado	Shanghai, China <sup>(b)</sup>
5. Kennesaw, Georgia	26. Suzano, Brazil	48. Tangerang, Indonesia	69. Pamplona, Spain	5. North Haven, Connecticut	Stanley, North Carolina <sup>(b)</sup>
6. West Chicago, Illinois	27. Toronto, Canada	49. Naas, Ireland	70. Sant Andreu, Spain	6. McHenry, Illinois	Singapore, Singapore <sup>(b)</sup>
7. La Porte, Indiana	28. Maipu, Chile	50. Lomagna, Italy	71. Malmoe, Sweden	7. Winona, Minnesota	Pune, India <sup>(a) (d)</sup>
8. Lewiston, Maine	29. Chuzhou, China	51. Merate, Italy	72. Taoyuan, Taiwan	8. Greenville, North Carolina	Pamplona, Spain <sup>(a)</sup>
9. Holden, Massachusetts	30. Guangzhou, China	52. Pogliano, Italy	73. Bangkok, Thailand	9. Hickory, North Carolina	
10. Albion, Michigan	31. Pudong, China	53. Butterworth, Malaysia	74. Phan Thong, Thailand	10. Avon Lake, Ohio	
11. Minneapolis, Minnesota	32. & 33. Shanghai, China <sup>(c)</sup>	54. Santa Clara, Mexico	75. Gazientep, Turkey	11. Hatfield, Pennsylvania	
12. St. Louis, Missouri	34. Suzhou, China	55. Toluca, Mexico	76. Gebze, Turkey	12. Changzhou, China	
13. Mooresville, North Carolina	35. Tianjin, China	56. Auckland, New Zealand	77. Barnsley, United Kingdom	13. Laiwu, China	
14. Berea, Ohio	36. Cota, Colombia	57. Karachi, Pakistan	78. Knowsley, United Kingdom	14. Shenzhen, China	
15. Massillon, Ohio	37. Aland, Finland	58. Lahore, Pakistan	79. Thuan An, Vietnam	15. Suzhou, China	
16. North Baltimore, Ohio	38. Cergy, France	59. Lima, Peru	Suwanee, Georgia <sup>(b)</sup>	16. Gaggenau, Germany	
17. Norwalk, Ohio	39. Tossiat, France	60. Konstantynow, Poland		17. Melle, Germany	
18. Lehigh Valley, Pennsylvania	40. Ahrensburg, Germany	61. Kutno, Poland		18. Drachten, Netherlands	
19. Mountain Top, Pennsylvania	41. Lahnstein, Germany	62. Jeddah, Saudi Arabia		19. Geleen, Netherlands	
20. Vonore, Tennessee	42. Guatemala City, Guatemala	63. Riyadh, Saudi Arabia		20. Heerlen, Netherlands	
21. Winchester, Virginia	43. Gyor, Hungary	64. Yanbu, Saudi Arabia		21. Barbastro, Spain	

<sup>(a)</sup> Facility is not included in manufacturing plants total as it is also included as part of another segment.

<sup>(b)</sup> Facility is not included in manufacturing plants total as it is a design center/lab.

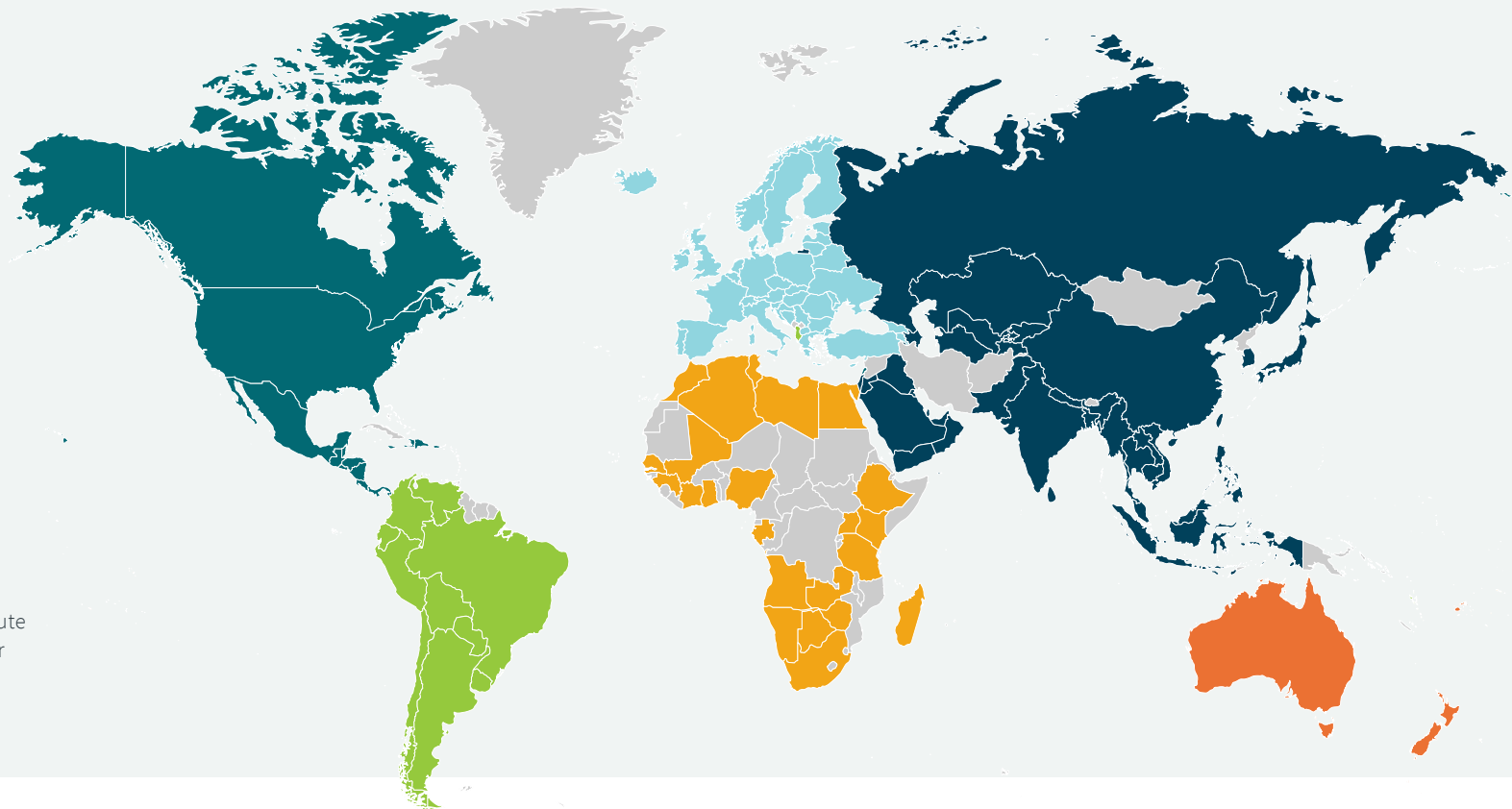
<sup>(c)</sup> There are two manufacturing plants located in Shanghai, China.

<sup>(d)</sup> Location also includes a design center/lab.

# Avient's Support for Communities and Customers

Avient supported customer operations in approximately 140 countries around the world in 2023, as we supply our specialty materials that bring customers' products to life. Our broad, worldwide reach is a testament to the execution of our strategy.

Just as our customers count on us for on-time, high quality products and services, the communities in which we operate look to us to support sustainable business practices. At Avient, we engage and contribute to local communities, while always conforming to our internal rigor of standards, policies and values.



## North / Central America

Antigua & Barbuda  
Canada  
Costa Rica  
Dominican Republic  
El Salvador  
Guatemala  
Haiti  
Honduras  
Jamaica  
Mexico  
Nicaragua  
Panama  
Puerto Rico  
Trinidad & Tobago  
United States



## South America

Argentina  
Belize  
Bolivia  
Brazil  
Chile  
Colombia  
Ecuador  
Paraguay  
Peru  
Uruguay  
Venezuela



## Europe

Aland Islands  
Albania  
Armenia  
Austria  
Belarus  
Belgium  
Bosnia Herzegovina  
Bulgaria  
Croatia  
Cyprus  
Czech Republic  
Denmark  
Estonia  
Finland  
France  
Georgia  
Germany  
Greece  
Hungary  
Iceland  
Ireland  
Italy  
Latvia  
Lithuania  
Luxembourg  
Malta  
Moldova  
Netherlands  
North Macedonia  
Norway  
Poland  
Portugal  
Romania  
San Marino  
Serbia  
Slovakia  
Slovenia  
Spain  
Sweden  
Switzerland  
Ukraine  
United Kingdom



## Middle East/ Asia

Afghanistan  
Azerbaijan  
Bahrain  
Bangladesh  
Cambodia  
Greater China  
India  
Indonesia  
Iraq  
Israel  
Japan  
Jordan  
Kazakhstan  
Kyrgyzstan  
Kuwait  
Laos  
Lebanon  
Malaysia  
Maldives  
Myanmar  
Nepal  
Oman  
Pakistan  
Philippines  
Qatar  
Russia  
Saudi Arabia  
Singapore  
South Korea  
Sri Lanka  
Tajikistan  
Thailand  
Turkey  
Turkmenistan  
United Arab Emir.  
Uzbekistan  
Vietnam  
Yemen



## Africa

Algeria  
Angola  
Botswana  
Egypt  
Ethiopia  
Gabon  
Ghana  
Guinea  
Ivory Coast  
Kenya  
Libya  
Madagascar  
Mali  
Mauritius  
Morocco



## Australia/ Oceania

Australia  
Fiji  
French Polynesia  
Guam  
Marshall Islands  
Martinique  
New Caledonia  
New Zealand  
N. Mariana Islands  
Namibia  
Nigeria  
Senegal  
South Africa  
Tanzania  
Tunisia  
Uganda  
Zambia  
Zimbabwe

# Message from Avient's VP of Sustainability



Sustainability is core to Avient's strategy. It's in our culture and how we do business. Execution of [our sustainability strategy](#) is essential to achieving our mission and vision. As the global need for sustainability accelerates, we are prepared and ready to meet the challenge. Our focus remains on developing innovative solutions that solve our customers' most demanding sustainability challenges to help them to meet their sustainability goals, while minimizing the environmental impact of our operations.

Several years ago we set ambitious [2030 sustainability targets](#) that outline our commitments related to climate change, waste, product innovation, and supplier engagement, as well as a goal to reach carbon neutrality by 2050. Thanks to the dedication and enthusiasm of our global associates, we're steadily progressing towards these milestones. We invite you to read this year's Sustainability Report, a testament to our unwavering commitment to sustainability and a glimpse into the vibrant culture that defines Avient.

## Walter Ripple

Vice President of Sustainability

## A Few Highlights from 2023:

- Sustainability performance recognized with a Gold Medal for EcoVadis, and with an A-Ranking for CDP Climate Change
- Ranked as one of America's Most Responsible Companies by Newsweek, 100 Most Sustainable Companies by Barron's, and recognized on the USA Today's America's Climate Leaders List
- Reaffirmed our commitment to the UN Global Compact and the Alliance to End Plastic Waste
- Launched Avient's Product Carbon Footprint (PCF) Mapping Service, 3<sup>rd</sup> party certified by TÜV Rheinland
- Recognized with [4 sustainability innovation and design recognitions](#) as finalists or award winners
- Made strong progress in reducing company's Scope 1 & 2 GHG emissions, reaching nearly 50% reduction in 2023 vs. 2019

## The Avient Sustainability Promise

- We will provide a safe workplace for our employees and will protect our communities by continuously improving our world-class environmental, health and safety performance.
- We will put our customers first by helping them grow their businesses with innovative, safe and environmentally sound solutions following the principles of trust and environmental stewardship established in our groundbreaking [No Surprises Pledge<sup>SM</sup>](#).
- We will strive to minimize our environmental impact and maximize our conservation of the earth's resources by using energy-efficient technologies, recycling more, reducing waste, continuously improving operating efficiencies and driving operational excellence.
- We will create opportunity for our employees by growing our business, investing in world-class training and development, and making Avient the employer of choice.
- We will be involved in the communities in which we operate by building closer relationships with charitable and public service organizations and encouraging our people's engagement in local sustainability initiatives.
- We will work collaboratively with our suppliers to lessen the environmental impact of logistics across our global supply chain.
- We will build strong relationships with providers of leading-edge sustainable technologies.

# PEOPLE



# Environmental, Health & Safety

## Management Approach

The top priority at Avient is safety.

At the highest level, Avient's Board of Directors has a long-standing Environmental, Health & Safety (EH&S) Committee that oversees and monitors environmental, health, safety, security and product stewardship policies, standards and practices. Their primary focus is to ensure risk management systems are meeting regulatory compliance and operational excellence globally. These responsibilities include oversight of climate related risks and performance against related sustainability key performance indicators.

Avient's [EH&S Management System \(EH&S MS\)](#) is managed by its Corporate Environmental, Health, Safety and Product Stewardship Department, and by degreed technical experts employed in all regions and businesses. Avient's Vice President of EH&S and Senior Vice President of Global Operations and Process Improvement are responsible for reporting performance to the EH&S Committee of the Board of Directors. The foundation of our Management Approach to EH&S is rooted in [American Chemistry Council's \(ACC\) Responsible Care®](#). We established a comprehensive EH&S MS to systemically identify and address any risks. Avient's EH&S MS is externally certified and based on the [ACC RC14001 Standard](#), which incorporates the principle of continuous improvement. This management system applies to all Avient sites and our contractors globally.

Avient's EH&S MS is comprised of global standards for safety, health, security, product safety, and environmental protection, covering the transportation of materials, activities at our sites and warehouses, distribution of our products, our customers' use of our products, and our ongoing commitment to be a positive influence in the communities in which we operate. It covers both regulatory requirements and voluntary actions.

The policies and codes that are included in the EH&S MS are:

- [Responsible Care® Policy](#), which outlines our overarching commitment to the Responsible Care® Guiding Principles;
- [Safety & Health Policy](#), which focuses on providing a safe and healthy workplace for our associates, contractors and visitors through building an actively caring culture;
- [Security Policy](#), which focuses on protecting the security of our people, all information related to our operations, and our supply chain;
- [Avient Code of Conduct](#), which focuses on putting forth guidelines for ethical behavior;
- [Environmental Policy](#), which focuses on ensuring enduring operations that contribute positively to our associates' well-being and the well-being of the communities in which we operate;
- [Product Stewardship Policy](#), which covers the sustainable and ethical management of our products to protect our associates, customers and communities in which we operate.



**RESPONSIBLE CARE®**  
OUR COMMITMENT TO SUSTAINABILITY

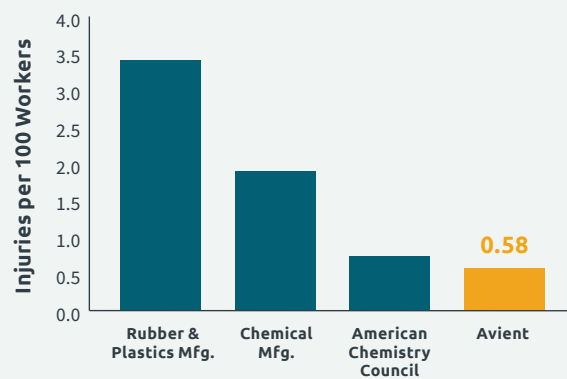


# Safety First

Avient is focused on our goal of zero recordable injuries and our ongoing desire to integrate safety into all aspects of our organization. Progress toward this goal is measured at the Business Unit and regional levels, and progress toward zero recordable injuries is communicated globally and linked to a number of recognition mechanisms.

A zero recordable injury goal reflects Avient's focus on the People aspect of our 4P sustainability cornerstones. In 2023, we maintained world-class safety performance with a recordable incident rate of 0.58, which is more than five times better than the U.S. Rubber and Plastics Manufacturers industry average. Until that number is zero, we have more work to do. Additional detail, systems, and performance metrics are provided in the [Occupational Safety & Health](#) section of this report.

## Injury Incidence Rate\*



\*Sources: US Bureau of Labor Statistics, American Chemistry Council



# Occupational Safety & Health

Occupational safety, health and well-being are paramount at Avient because we understand the value of good performance in these areas to our people, their families, collective morale, operational costs, our contractors, the communities in which we operate, and our reputation. As such, we ensure that our operations meet both legal and best-in-class standards.

Our “safety first” culture was built not through words, but through dedication, continuous improvement, and action. Throughout Avient’s history, systems have been in place that underscore our commitment to the occupational health, safety, and well-being of our associates.

Avient believes that participation of all associates at all levels of the organization are required to reduce risk to acceptable levels. For this reason, we have built an actively caring and attentive culture, where input on safety and health topics is encouraged and expected. To enhance associate participation in our safety & health systems, goals have been set through our Annual Incentive Plan which includes a safety based metric that measures the percentage of associates that participate in a safety engagement. These safety engagement activities can range from submitting a safety suggestion, identifying a hazard, to leading a safety meeting or helping a customer with a safety issue.

Each associate has the freedom and expectation to communicate hazards and remove themselves from unsafe situations, without the fear of reprisal. Safety committees exist at our manufacturing sites and represent all associates employed in production. Where there is a need for new internal standards or updates to existing ones, working groups comprised of regional and corporate EH&S experts are established. We then develop and communicate the draft to internal stakeholders, soliciting feedback, and considering revisions before the standard is finalized and approved. All standards are then published in the EH&S information management system and made available to all associates.

Under our [EH&S MS](#), Avient has rolled out multifaceted trainings and tools to achieve our ultimate goal of zero recordable injuries in the workplace. Examples include Global Safety Days, Residual Risk Reduction (R3), and our annual Safe Areas of Focus & Emphasis (SAFE Program). These programs incorporate improvements to safety leadership, behavioral safety, various safety suggestion mechanisms, internal and external audit systems, and measurable performance indicators. The importance of associate participation in safety management systems is a common thread throughout our systems at Avient.

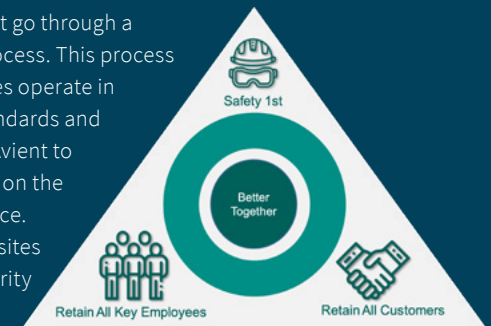
Our R3 initiative helps associates identify and weigh risk to lead them to a safer decision or action.



# Continuous Improvement

We have set ambitious internal goals for safety, health, and environmental protection, and we regularly conduct audits to monitor our performance and progress toward these goals. We also track physical security incidents and manage those through the EH&S MS. The management system audits are conducted by leaders from corporate and the various operations, in conjunction with third party experts where necessary, and consist of site visits to validate compliance to internal standards and regulatory requirements. The audits identify areas where corrective and preventive measures are necessary to further reduce risks.

Companies acquired by Avient go through a rigorous EH&S integration process. This process is designed to ensure new sites operate in accordance with our high standards and to capture opportunities for Avient to improve our standards based on the acquired company’s experience. Part of this process is to help sites develop their own EH&S Maturity Road Map that guides them through the implementation of our standards through a risk based approach.



After all health, safety, security or environmental incidents, Avient conducts an investigation to identify root causes, implement corrective actions and validate measures to prevent reoccurrence are enduring. Specific investigation methodologies are provided and described in Avient’s Incidents, Accidents & Safety Reporting module of our information management system. This process ensures that all incidents are fully documented, communicated and properly managed by EH&S and business unit leadership in a timely manner.

# Performance: Metrics & Monitoring

To quantify and reduce risk over time, Avient monitors several key performance indicators on a regular basis: Total Recordable Incident Rate (TRIR), Lost Time Injury/Illness Rate (LTIR), Severity Rate (SR) and Injuries of High Consequence (IQHC). These rates are compiled globally and reported on a monthly basis to all leadership personnel in the company. As Avient is focused on its ultimate goal of zero recordable injuries and our ongoing desire to integrate safety into all aspects of our operations, we track annual reduction goals measured at the business unit and regional levels. Progress toward zero recordable injuries is communicated globally.

Leading indicators are also tracked to ensure efforts to identify and eliminate risk proactively continue. These leading indicators include the continuous monitoring of progress on corrective and preventive actions, the number of risk assessments performed, details on the amount of risk eliminated or mitigated, the number of safety improvements submitted and implemented, the participation rate in safety engagement activities, the number of internal audits conducted and participation rates of Global Safety Day activities.

## Sustainability Metrics & Employee Incentive Compensation

Sustainability performance metrics are included in all salaried associates' Annual Incentive Plan, including management. Metrics include employee engagement, employee safety engagement, waste to landfill intensity, and energy intensity.

## Safety First—Areas of Focus



### Associate Engagement

**99.5%** Associate participation in safety engagement activity

**99%** Site SAFE assessments completed



### Risk Reduction

**1,050** Risk assessments conducted

**551** Preventative actions implemented



### Continuous Improvement

**Global** driver safety training & travel duty of care tool

**500+** Ergonomic risks identified

Implemented global “Gloves On” policy



### Sustainability

**Expanded** RC14001 global certification to 48 sites<sup>(1)</sup>

**112** EH&S Management System Certificates carried globally

**5-6x**

**Better Than Industry Average<sup>(2)</sup>**  
0.58 Incident Rate

**65%**

**Reduction in Severity of Injuries<sup>(3)</sup>**  
Over Last 5 Years

<sup>(1)</sup> RC14001 is a combination of ACC Responsible Care and ISO14001 principles

<sup>(2)</sup> For Incident Rate comparison—See Safety First (page 19)

<sup>(3)</sup> Severity rate includes days away from work and days on restricted duty

# Security

Keeping Avient's operations, infrastructure, and intellectual property protected is a vital task, as a breach in physical security at sites or cybersecurity could lead to risks to stakeholders and the sustainability of our enterprise.

## Governance

Avient's robust security measures are designed to protect our personnel and facilities from operational threats and keep our business safe from cybersecurity attacks. Our security programs are risk-based, flexible and responsive to the environments in which we operate. The security management system module in the [EH&S MS](#) is based on the [Responsible Care® Security Code](#) which seeks to continuously improve our processes and systems related to security performance and implement management practices consistent with its guidance.

The Board oversees our annual enterprise risk assessment, where we assess key risks within the company, including security and technology risks and cybersecurity threats. The Audit Committee of the Board has been delegated specific risk oversight responsibilities related to cybersecurity and data protection. We are also a member of the [U.S. Customs Trade Partnership Against Terrorism \(CTPAT\)](#), the supply chain security program under U.S. Customs and Border Protection, and a member of the [Canadian Border Services Agency Partners in Protection \(PIP\)](#) program. Avient's Global Trade and EH&S departments share responsibility for supply chain security.

## Physical Security

Avient has a long standing committee focused on the physical security of our supply chain and operations. Our facilities undergo periodic analyses to address potential threats. Each assessment considers geographic location, relationships with communities and applicable laws. In higher-risk areas, we maintain detailed security preparedness plans. Our security personnel continuously improve our risk management methodologies, threat-assessment capabilities and technical security management processes through drills, training programs and industry forums.

## Cybersecurity

We have a global cybersecurity program designed to identify, protect, detect, respond to and recover from cybersecurity risks and threats. We regularly assess risks from cybersecurity and technology threats and monitor our information systems for potential vulnerabilities. We use a widely-adopted risk quantification model to identify, measure and prioritize cybersecurity and technology risks and develop related security controls and safeguards. We conduct regular reviews and tests of our cybersecurity program and also leverage audits by our internal audit team, penetration and vulnerability testing and other exercises to evaluate the effectiveness of our cybersecurity program and improve our security measures and planning.

Cybersecurity education is a priority for our associates and business partners. Associates complete cybersecurity training to help identify and respond to potential cybersecurity risks and reinforce safe behaviors. We also impose security requirements upon our third-party services and software providers, including: maintaining an effective security management program; abiding by information handling and asset management requirements; and notifying us in the event of any known or suspected cyber incident.



# Training and Development

## Management Approach

The development and training of our workforce is a priority for Avient, as it influences our great place to work culture while enabling our teams to accomplish business goals. At Avient, we provide meaningful learning engagements and skill development opportunities to all full and part-time global associates. Learning is ingrained in our culture and every Avient associate participates in training annually. We manage training and development through global programs and technology, with a purpose to ensure a consistent and high-quality experience for associates—all to unleash their full potential at work. In 2023, our associates completed over 197,500 hours of training through a variety of delivery methods.

Global information and management systems enable our training approach, and it is critical to our strategy for career advancement. The Avient Learning Management system allows associates to register for instructor-led and virtual learning experiences, which are tracked in their personal learning history. Performance management data is stored and retained through the HR systems. Access to this information supports talent development and internal career progression.

Avient also offers internal nomination-based leadership development and mentoring programs. To support administrative and strategic skill sets of our managers, we also offer open enrollment and on-demand Supervisory Skills training. The ENGAGE initiative is designed to broaden our culture of learning in our manufacturing footprint, bringing classroom experiences focused on our sustainability strategy and product portfolio to the production teams at our global locations.

Course evaluations, focus groups and program pilot techniques are utilized to gain insight to program effectiveness and monitor opportunities for enhancement. We also conduct 360 assessments to help associates assess their individual development and progression based on feedback from key stakeholders.

**197,500** HOURS OF TRAINING  
COMPLETED IN 2023



# Diversity & Inclusion

## Management Approach

We are a geographically diverse and global company with customers all over the world. We recognize the immense benefits that a diverse team brings to our organization, including delivering better business outcomes. This spirit of inclusive collaboration can be felt throughout Avient. It drives the innovation that earns us leadership positions in the markets we serve and underpins the high level of respect we show each other every day. Our commitment to diversity begins at the highest levels of our organization, as evidenced by the fact that 50% of our Board of Directors are female or racially diverse. From a management perspective, 60% of our CEO's direct reports are female, racially or ethnically diverse, which we believe sets the right tone and expectation for diversity and inclusion within the company. The vision that guides our collective efforts is consistent and unwavering: to be the company of choice for all.

We leverage Employee Resource Groups (ERGs) to help educate and inspire our global workforce and fortify strong business practices. Other initiatives, including Mentoring at Avient and campus partnerships, are vital for progress in our inclusion journey. We require equality of opportunity for all qualified individuals in accordance with applicable laws.

In order to enact meaningful, impactful change in any organization, it must start at the top. With guidance and support from the Avient Board of Directors, we have been directing actions and programs to change how our organization views, values and uses diversity to create value for our stakeholders and customers.



*“Both my executive leadership team and our Board of Directors have diverse teams with at least 50% racial and/or gender diversity as well as a variety of functional expertise and experiences,” says Dr. Ashish Khandpur, President and CEO. “The need to continually value different perspectives, ideas and backgrounds is crucial to amplifying innovation—and ultimately success—for Avient.”*

**60%**

Female or Minority  
CEO Direct Reports

**50%**

Female or Minority  
Board of Directors



*“As an innovative and customer-centric organization, it is critical for us to bring unique perspectives and backgrounds together to solve our customers’ most complex problems. We strive to have our organization reflect the diversity of the communities in which we live and work and we foster an inclusive environment driven, in part, by our many Employee Resource Groups. I’m proud of the impact we continue to make as an employer of choice for all in attracting, developing and engaging diverse and top talent.”*

—Kristen Gajewski, Senior Vice President & Chief Human Resources Officer

# Employee Resource Groups (ERGs) at Avient

As a world-class company committed to its associates, Avient has created a strong portfolio of Employee Resource Groups (ERGs), including LEAD by Women, PRIDE, HYPE, EMBRACE, and SERVE, as highlighted on the right. These groups provide a forum for our associates to collaborate and foster an inclusive workplace. Additionally, we are excited to announce the creation of a new ERG focused on our parents and caregivers—RAISE! More detail about our newest ERG can be found on page 26.

*“I joined LEAD by Women in 2022 in search of a space where I could find mentors from those with similar experiences to mine. Through LEAD’s events, I have gained valuable career skills to help navigate the workplace as a young professional, including access to a fantastic network of driven and inspiring women across Avient.”*

—Caitlin Sexton, Associate Engineer-ELDP, Fiber-Line

**LEARN MORE**

Avient Sustainability



LEAD (Leadership, Empowerment, Advancement, and Development) promotes inclusion by increasing access to the tools and resources necessary to build leadership skills and accelerate careers.



Working to maintain a safe and accepting environment that enables LGBTQ+ associates to perform to their fullest potential and contribute to the success of Avient.



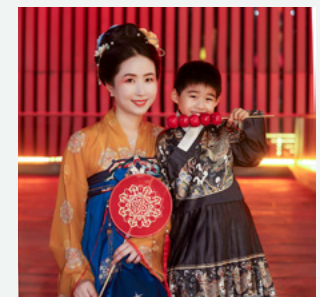
Building a collaborative network of Avient’s young professionals, while helping associates transition into the workforce.



Focusing on understanding and valuing the many diverse cultures and backgrounds of our associates, aiming to expand our ability to attract, develop and retain racially diverse talent.



Providing a platform for U.S.-based veterans to develop a sense of support and community and offering professional mentorship for current and future veteran Avient associates.





RAISE is Avient's newest ERG, launched in 2023. We created RAISE to build a community of parents and caregivers at Avient who support and learn from each other. By creating opportunities to build relationships, we aim to connect associates who share similar experiences and challenges so they can empower one another to thrive, both personally and professionally.

The kick-off event featured Jamie Beggs, Senior Vice President & Chief Financial Officer, sharing her inspiring story as a working parent, as well as her perspective on the integration of work and family. Since then, the team sponsored a holiday gift-wrapping event where associates could socialize and wrap gifts together, or enjoy the convenience of having their gifts wrapped by a volunteer while they worked.

Looking forward, the group intends to provide a framework for other communities to form within Avient as part of the RAISE network. Connecting associates both locally and globally will create an opportunity for us to support each other as individuals as well as drive improvements to the employee experience.



*"We all know it takes a village to raise children. RAISE is a platform that enables Avient parents and caregivers to expand their social circle and connect with others who are also trying to balance work and family life. Joining RAISE gave me the opportunity to network with other working parents and feel like I am truly not alone in this challenging journey of parenthood."*

—Kelsey Stump, Marketing Communications Specialist

## Vision

To be the company of choice for parents and caregivers.

## Mission

To create a community at Avient that supports and provides resources for caregivers and working parents, empowering them to thrive personally and professionally.

## Strategic Priorities

- Share knowledge & experiences to learn from each other
- Connect caregivers and working parents at Avient to facilitate relationship-building
- Surface feedback about what caregivers and working parents need at Avient
- Create a structure that enables similar groups to form at other Avient sites

## Key Tactics

- Networking and relationship-building opportunities
- Internal and external education and resource-sharing
- Family-friendly events

# Associate Benefits

What it takes to be a sustainable company has many parallels with being a great place to work. Our ongoing associate feedback is highly valued, discussed, and most importantly, acted upon to make improvements. This includes our culture and unique benefits we offer.

## Community Service

Avient offers a global benefit of Community Service hours. We encourage our people to help create more sustainable communities by providing 16 hours of paid time off each year to volunteer for a cause of their preference. These hours are used during the workday, and the activities can be done as a group of fellow Avient associates or individually. Since 2018, Avient associates have performed more than 10,500 hours of community service through this program.

**16**  
Hours

Annual paid  
time off to  
volunteer



# Awards & Recognition Programs

We celebrate, reward and share our associates' great work through our recognition programs, some of which are listed below and available globally:

## You Made a Difference Awards

Recognizes associates who go above and beyond their job responsibilities on a project or task.

## Spotlight Awards

Recognizes associates that go above and beyond their typical duties on a project or task that had a significant impact on the organization.

## Chairman's Awards

### Associate

Our Chairman's Achievement Award recognizes excellence and extraordinary efforts in the execution of Avient's strategy. It's the highest honor a non-sales associate can receive at Avient.



### Sales

Our Chairman's Club Award recognizes our top 25 sellers and one sales manager for their outstanding performance, conducting business safely, and living our values of Collaboration, Innovation and Excellence.



### Leadership

Our Chairman's Leadership Award recognizes our top performing General Manager for performance, culture and inspirational leadership.



# Workforce Demographics (as of December 31, 2023)

## Diversity

### Leadership Diversity—CEO Direct Reports

Female	38%
Minority	22%
Female or Minority	60%

### Diversity by Level—Female or Minority\*

Directors, General Managers, VP/SVP	30%
Management	39%
Professionals	53%
Production Associates	54%
All Avient Associates	50%

### Race & Ethnicity\*

American Indian or Alaskan Native	0%
Asian	4%
Black or African American	17%
Native Hawaiian/Other Pacific Islander	0%
Two or More Races	1%
Hispanic or Latino	12%
White	66%
Total = 100% due to rounding for categories <1%	

### Global Associates by Age

Under 30	10%
30–50	59%
Over 50	31%

\* U.S. Only  
\*\* Turnover for associates with more than 1 year of service  
\*\*\* Excludes new hires who separated in 2023

### Global Gender Diversity by Level—Female

Directors, General Managers, VP/SVP	18%
Management	29%
Professionals	38%
Production Associates	9%
All Avient Associates	22%

### Board of Directors

Female or U.S. Minority	50%
-------------------------	-----

### Gender

Female	25%
Male	75%

### Race & Ethnicity

U.S. Minority	25%
White	75%

### Age

30–50	8%
Over 50	92%

## Turnover\*\*

### Total Global Turnover = 9.5%

	Salaried	Hourly	Total
U.S. & Canada	8.4%	15.0%	11.6%
Europe/Middle East/Africa	9.5%	7.3%	8.4%
Asia	8.3%	5.9%	7.2%
Latin America	6.7%	9.0%	7.7%
Global	8.6%	9.5%	9.5%

	Salaried	Hourly	Total
Under 30	15.7%	17.1%	16.5%
30–50	8.0%	8.6%	8.2%
Over 50	8.3%	9.0%	8.6%

	Salaried	Hourly	Total
Female	8.6%	9.7%	9.2%
Male	8.4%	6.6%	8.1%

## New Hires\*\*\*

### New Hires as a % of Total Employee Population = 10.6%

	Female or Minority*	Under 30	30–50	Over 50
Direct (Hourly)	63.1%	39.1%	49.4%	11.5%
Indirect (Salaried)	50.4%	26.0%	60.1%	13.9%
Total	60.3%	34.6%	53.0%	12.3%

## Employee Representation

Avient respects our associates' right to join or not join any lawful organization and comply with all applicable laws pertaining to freedom of association and collective bargaining. As of December 31, 2023, approximately 1% of our employees were represented by labor unions under collective bargaining agreements.

# Human Rights

Avient is dedicated to conducting business ethically and with integrity, and our [Human Rights Policy](#) is part of our commitment to socially responsible business practices.

We have internal assessment processes in place, under the oversight of our executive leaders, to identify potential human rights risks. For example, through these processes, we have identified potential human rights risks, including: protecting the health and safety of our associates and contractors, addressing modern slavery in the supply chain and preventing, minimizing and eliminating waste contamination in the environment.

Ongoing potential risk identification and mitigation in occupational health and safety is critical to our “safety first” culture. Focus on continuous improvement in this area is described in [Occupational Safety & Health](#).

As reflected in our [Code of Conduct](#), we forbid any form of forced labor or human trafficking in connection with our business, and expect the same of our suppliers, agents, and distributors. We have also established certain due diligence processes to identify and mitigate possible risks in our supply chain, such as in our [Modern Slavery and Human Trafficking Statement](#).

Regular audits are conducted to inspect our external waste disposal companies to ensure proper disposal and to avoid water and other environmental contamination, as described in [Waste: Preventing, Minimizing, Eliminating](#).

Additional information can be found in our [Human Rights Policy](#).



# Health and Wellness



Health and wellness is a commitment we make to every Avient associate. We do this through our safety focus, benefits, paid time off and wellness programs that support financial, physical and mental wellness.

These programs include flexible work schedules, employee assistance programs, leaves for personal and family support, and resources for dependent care. Some of the programs are tailored to local standards and needs. Others canvas our global organization, like our Global 5K Fun Run and Walk held annually since 2019, where thousands of associates have participated in events focused on promoting healthy lifestyles.

## Compensation and Benefits

Base pay and performance-driven incentive opportunities are some of the many benefits provided to all employees, as we strive to remain competitive in the global marketplace and provide foundational rewards to attract and retain top talent. Example benefit opportunities in the United States include:

- Paid vacation, sick time & holidays
- Comprehensive medical, prescription drug, dental & vision plans
- Health Savings Account (HSA)
- 401(k) savings plan & attractive company match
- Company-paid short-term & long-term disability, basic life and accidental death and dismemberment insurance
- Employee Assistance Program
- Voluntary benefits, such as accident, critical illness, hospital indemnity and legal insurances
- Inclusive fertility, adoption and surrogacy benefits
- Virtual physical therapy

In general, part-time employees in the United States who work 20 hours or more are included in paid time-off programs. Associates generally must be classified as full-time employees (regularly scheduled to work a minimum of 30 hours a week) to be eligible for health and welfare benefits.

## Parental Leave

In order to assist and support new parents with balancing work and family matters, Avient provides paid parental leave to eligible employees for activities related to the care and well-being of their newborn or adopted child. Globally, Avient complies with all statutory regulations for parental leave. In the U.S., Avient provides up to six weeks of 100% Paid Parental Leave (regular rate of base pay) to eligible employees following the birth or adoption of a child. For parents who qualify for short-term disability wage replacement (STD) benefits, Paid Parental Leave benefits can be taken after the STD benefits have been exhausted.

## Virgin Pulse

Further supporting the wellness of our associates, we offer Virgin Pulse, an interactive, multi-faceted online platform that connects and inspires associates to make healthy, informed decisions. Through networks and company-sponsored challenges, Virgin Pulse participants are tracking their activities like eating healthy, exercising and taking health measurements—while at the same time collaborating with and competing alongside colleagues across the globe. Virgin Pulse is available to Avient associates globally and helps associates to improve decision making on overall health and financial wellness. In 2023, Avient launched two global wellness challenges, with 238 global teams competing, resulting in approximately 64,000 total miles during the 2-week challenges.



# Career Training and Performance Feedback

At Avient, we value each associate and work to create a culture that provides everyone the feedback, tools and opportunities to reach their career aspirations. 100% of Avient associates receive regular performance feedback and we leverage technology to enable the global process all year long.

Associates have the opportunity at least twice per year through the performance appraisal process to request a career development discussion with their manager. Through the Individual Development Plan (IDP) process, associates build their plans in collaboration with their managers utilizing prompts that determine development goals and create action plans.

The results of our Performance Management processes inform the enhancement and development of learning experiences to meet the strategic skill building needs of our associates. Associates have access to training and professional development courses through Avient Academy. Avient Academy originated in 2003 to provide continual learning and professional development opportunities to associates around the globe. Through Avient Academy, associates can participate in classroom, online, and webinar based training sessions.

## Outplacement Programs

Avient offers quality outplacement services to U.S. associates if they are impacted by workforce reductions. Our partner provides a highly interactive program that is designed to engage candidates in building skills to effectively implement all phases of the transition process. Resources such as resume and social media reviews, career coaches, recruiter connections, and interview consultants are offered to support departing associates.

# Virtual Learning

We continued to deploy eLearning content globally through the LinkedIn Learning and Skillsoft platforms, including the sponsorship of monthly campaigns highlighting a variety of topics. Our [Employee Resource Groups](#) also offered virtual programming opportunities for engagement across sites and regions.

In addition, we provide trainings to specific functions and geographies based upon our assessment of risk. We utilize our Learning Management System to ensure consistency and compliance in our ethics and information technology training programs, delivering topics such as Avient's [Code of Conduct](#), Harassment & Discrimination, Anti-bribery & Corruption, Antitrust, Cybersecurity and Insider Trading. Associates also receive additional, tailored training based on their role, such as [Lean Six Sigma](#), [Customer Centric Selling \(CSS\)](#) or information systems.

Leveraging technology to deploy learning experiences has created new ways to support our associates' ongoing development.

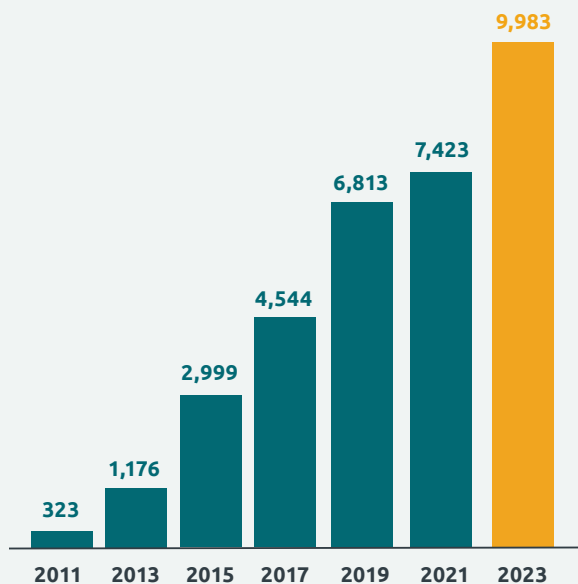


# Operational and Commercial Excellence Training

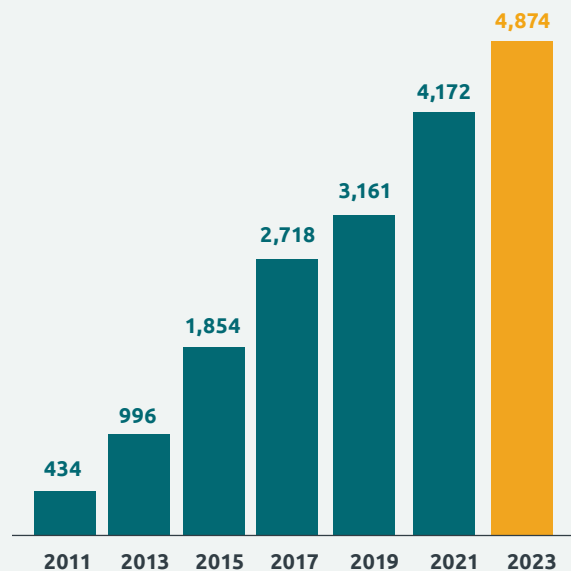
Lean Six Sigma (LSS) underpins our continuous improvement culture. It is a technical methodology that drives improvement of all business processes through the elimination of waste and variation. The impact can be seen throughout our businesses, functions and operations. More than 3,200 active Avient associates have been trained in LSS and over 300 process improvement projects are active at any given time. The most advanced LSS training is for Black Belt level project leaders. Every year a select group of approximately 30 associates are handpicked to participate in this prestigious leadership development program and embark on an intense two year assignment which includes 7 weeks of training and multiple enterprise wide improvement projects. After completion of the program they deploy back into the organization where they continue to apply their leadership and change management skills.



**Associates Trained in LSS (Cumulative)**



**LSS Projects Completed (Cumulative)**



## Customer Centric Selling

CCS is at the core of how we serve our customers and collaborate with them to solve their most pressing challenges. CCS training is provided to every member of the Avient salesforce beginning in their onboarding process and continues thereafter throughout their careers. Various levels of training are provided, depending on prior commercial experience and need, and participants train collaboratively—both online and regionally in-person to maximize collaborative learning.

In addition, other customer-facing associates also benefit from CCS engagement. Roles such as Customer Service Representatives, Product Managers and Marketing Associates learn the techniques and skills required to both solve customers' urgent sustainability challenges, as well as uncover the more latent opportunities that will drive value for customers, consumers and communities well into the future.



# Talent Development Programs

## Leadership Development

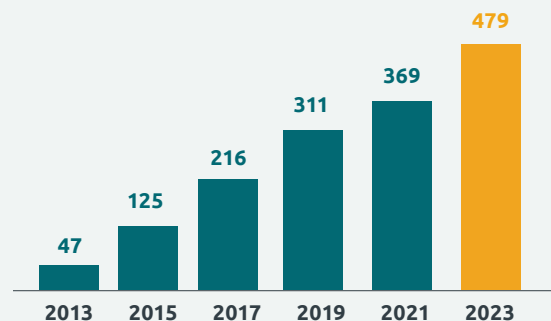
Avient's Leadership Development Programs have been central to attracting, retaining and developing top talent. To support and invest in the skills of our existing associates we developed two hallmark in-house global leadership development programs, and we have now graduated 479 of our associates through the highly coveted NextGen and Elevate (formerly PolyMasters) programs.

Since 2013, the executive leadership selects 16–18 high performing, high potential associates each year to participate in the NextGen leadership development program. Participants attend a leadership retreat followed by two full-week programs facilitated by our CEO and leadership team. Focus areas include leading high performance teams, increasing self-awareness, leading with courage and agility and enhancing communication through storytelling. Participants engage in a 360 assessment feedback process and are assigned an executive mentor, which are used to identify opportunities to develop key aspects of their leadership and share their personal leadership journey with executives.

In 2010, Elevate began within our Finance team to give high performing associates an opportunity to gain exposure to executives within the company, develop public speaking skills and showcase an innovative idea. In 2013, the program was extended to the rest of the company globally. Forty high-performing associates were selected by our executive team to participate in the 2023 program.

As in previous years, these participants were paired with an executive mentor and provided training on demonstrating executive presence. This supported the highlight of the program, where associates presented their personal stories and innovative ideas to executive leadership.

NextGen & Elevate Program Participants



Over  
**50**  
Hours

Leadership  
Development  
Training per  
Participant

## Developing and Rewarding Top Talent

Avient's hallmark leadership development programs have helped build tomorrow's leaders today, by inspiring and instilling leadership qualities in our high-performing associates. Our alumni base continues to grow, as they immediately begin to utilize their leadership skills to help our great company thrive.



**148**  
GRADUATES



**331**  
GRADUATES

# Talent Development Programs

## Manager Training & Leader Development

All managers of people receive tailored communications and training on our systems and processes to support their critical role in the employee experience. In addition to the technical training and company-wide modules, managers can participate in the CORE Leadership training program. The program is highly interactive and participants receive content that is foundational for all managers, including building trust with teams, deploying situational coaching, leveraging key partnerships for success, and identifying working styles of individuals. In 2023, 127 leaders completed the experience.

These managers also have the opportunity to attend The Conscious Inclusion in Recruiting training. This training focuses on the importance of being an Inclusive Leader, introducing the 6 Traits of Top Leaders, as well as Unconscious Bias and Recruiting Best Practices to ensure all candidates, internal and external, have the best engagement experience.

Emerging Leaders is focused on preparing top talent managers across the company for future leadership roles. The program includes a change simulation and project as a cross-functional and business group. We have incorporated feedback from program participants and will expand to all regions in the near future.



# 610

Leaders Trained in Core Leadership & Emerging Leaders Programs

## Competency Training

In 2023, we launched a global training program focused on understanding the key behaviors in our Competency Model, and how to best leverage them for success in an associate's current or future role. This interactive workshop also gave managers the opportunity to practice assessing skill level and providing meaningful feedback. Associates walked away with a better understanding of their strengths and opportunities, and how to further develop themselves through on-the-job, social, and formal learning.



# Talent Acquisition and Early Talent Programs

Avient's success is driven by having the best talent in the right roles. We actively seek collaborative and innovative change-makers who are passionate about our values through numerous channels, including employee referrals, job fairs, talent networks, industry associations, and directly from universities. Our roles provide opportunities for personal and professional growth while working in an organization focused on solving the most complex challenges for our suppliers and customers while driving sustainability.

As a key aspect of our talent pipeline, we partner with leading universities around the world to hire associates into full-time, co-op or internship opportunities. These roles include rotational development programs where individuals are able to gain experience in various departments and jobs within or across functions, expanding their skills while also building diverse, well-rounded knowledge of our company and its many stakeholders. We leverage global processes and systems to create a positive candidate experience with opportunities for both entry level and experienced hires.



*“Joining Avient as an intern provided me with a stimulating introduction to our global innovation capabilities and triggered my curiosity. Following this experience by being part of the Leadership Development Program, I could nourish this desire to learn and overcome challenges. I had the chance to evolve in different business units, in three different countries in Europe, occupying roles within the commercial, technology and marketing teams. This experience boosted my adaptability skills and allowed me to build a fantastic network, which will unquestionably be a key asset for the rest of my career within Avient.”*

—Cyriane Trotin, Leadership Development Program Associate

# Becoming an Even Better Place to Work

As a leading provider of specialized and sustainable materials solutions that transform customer challenges into innovations for a better world, our diverse talent is at the forefront of all we do. Our top priority is the safety, health, and well-being of our more than nine thousand associates worldwide.

In 2023, we were proud to receive [Great Place to Work®](#) certification for the fifth year in a row, thanks to the candid feedback shared by our associates through our annual employee engagement survey. With an average score of 74% across all statements of the Great Place to Work Trust Model, our associates' experience is significantly above the average for all companies (56%). Moreover, 77% of our associates reported having a positive experience at Avient.

These results demonstrate the strength of our differentiated culture built on safety, innovation, collaboration, inclusion, caring, and trust. Our associates' feedback showcases how these values are embedded in our everyday interactions and define us as a Great Place to Work.

As we celebrate these achievements, Avient remains committed to continuously improving the associate experience. By fostering open communication, building trust, and taking meaningful action, we will advance our cultural journey to become an even better place to work for our talented global workforce.



## Recognized by Prestigious Rankings

We were honored to earn prominent places in prestigious corporate rankings in 2023. Avient was again named one of [America's Most Responsible Companies in 2023 by Newsweek and Statista](#), and ranked 62<sup>nd</sup> among the 1,000 largest U.S. public companies in [Barron's 100 Most Sustainable Companies of 2024](#). These selections considered key performance indicators including workplace diversity, environmental and social metrics.

Avient received a 75% score on the Human Rights Campaign Foundation's 2023 [Corporate Equality Index](#). This report is the foremost benchmarking survey in the U.S. measuring corporate policies and practices related to LGBTQ+ workplace equality. Our progress in leadership diversity, employee safety, and community engagement helped us earn these recognitions. They are significant milestones in Avient's cultural journey and demonstrate our commitment to positively impacting our People and all our stakeholders.



# PRODUCTS

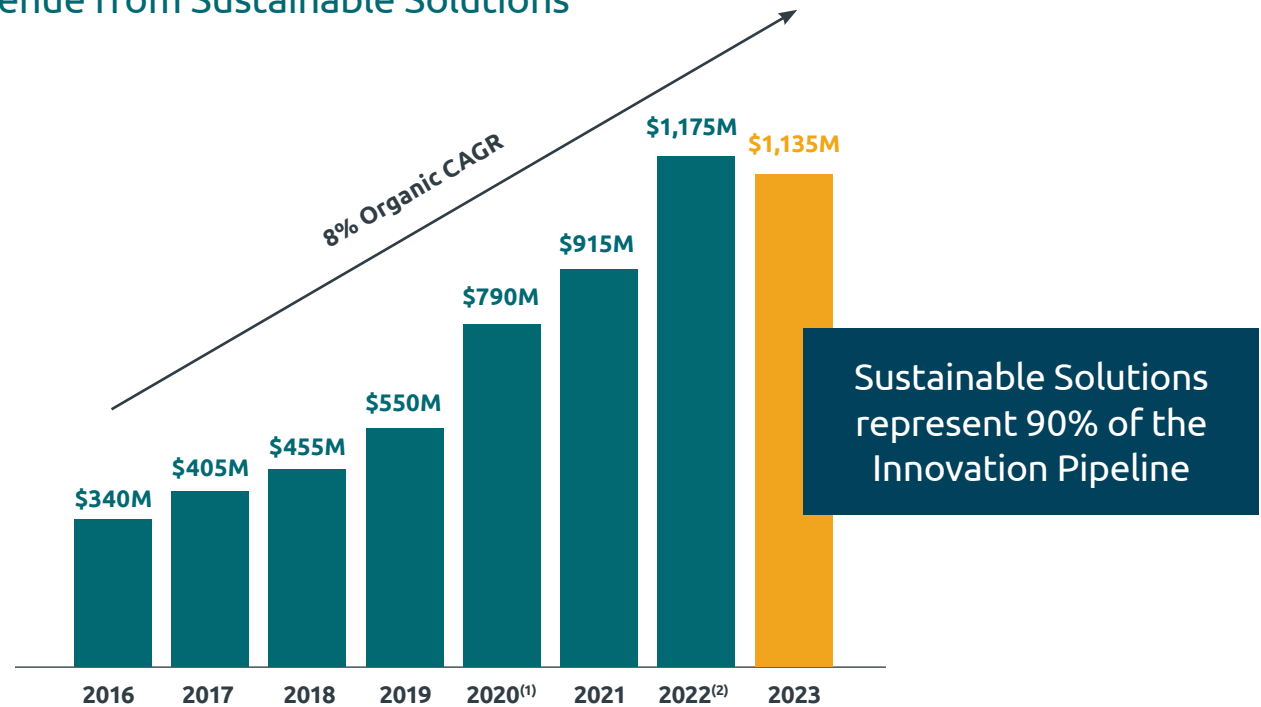


# Innovating for a Sustainable Future

At Avient, innovation and sustainability are the lifeblood of our company. Our proven ability to innovate materials that enable our customers' sustainability goals remains a key differentiator for our company. As a result, our sustainable solutions portfolio has grown over 3x since our baseline year 2016.

Sustainability is a key driver of our innovation strategy, and in 2023, 90% of the projects in our innovation pipeline were focused on sustainable solutions. We continue to enable our innovation strategy through investment in R&D, sales and marketing resources. One measure of innovation success we use is our Vitality Index, which shows the percentage of our sales generated from solutions introduced in the last five years. In 2023, our Vitality Index reached 37%, validating the strength of our technology portfolio.

## Revenue from Sustainable Solutions\*



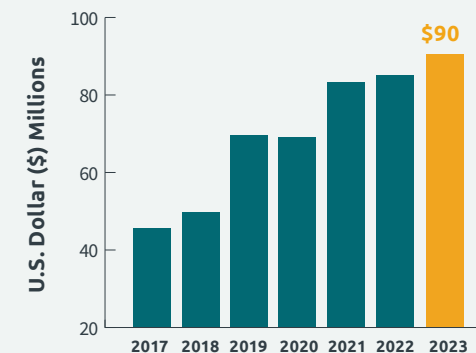
## Investment in Innovation

### Vitality Index

**37%**  
of sales

from products introduced in the last 5 years

### R&D Spend



\*Avient Sustainable Solutions definitions aligned with FTC 2012 Guide for the Use of Environmental Marketing Claims ("Green Guides")

<sup>(1)</sup>2020 is Pro Forma to include full year of the Clariant Color business

<sup>(2)</sup>2022 is Pro Forma for the acquisition of APM and the divestiture of Distribution

# Enabling Sustainability for Our Customers

As a global leader in innovative sustainable solutions, we collaborate closely with our customers to help them achieve their sustainability goals. Through materials science & formulation expertise, design capabilities and deep market knowledge, we partner with our customers to develop solutions and services that achieve the sustainable attributes desired at the performance level needed for the application. To enable sustainability for our customers, key areas of focus include advancing a circular economy, reducing carbon footprint and developing alternative materials.

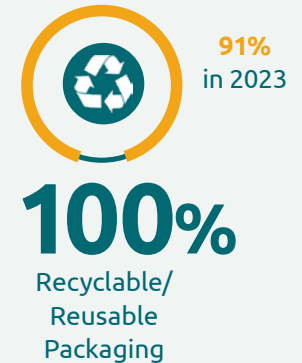
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Avient Sustainability

## Advancing a Circular Economy

As the world continues to shift from operating in a linear economy to a circular economy, Avient is proud to be a part of the solution. A circular economy aims to design out waste and pollution, keep products and materials in use, and regenerate natural systems. Through our design expertise and materials science, we help our customers reduce material usage, enable recyclability or recycle content, and improve physical performance. With resources like Cycleworks™ Innovation Center for Plastic Recycling and Color Prediction Service, Avient continues to strengthen our expertise to enable our customers to meet their sustainability commitments.

In alignment with our customers, we set a 2030 sustainability goal to enable 100% of our materials for the consumer packaging market to be recyclable, reusable, or compostable. While we continue to make progress on this goal, we recognize that only 9% of the world's plastic is recycled by end-users.\* Through our alliances and partnerships, we remain committed to ending plastic waste in the environment through global investments and projects.



## Reducing Carbon Footprint

### What is carbon footprint?

Carbon footprint is the total amount of greenhouse gases (including carbon dioxide and methane) generated by individual actions. A company's carbon footprint includes all emissions from the supply chain, logistics, usage and disposal of all products.

### How does Avient help reduce carbon footprint?

We start by helping our customers understand the carbon footprint of their existing materials through Avient's product carbon footprint calculator, certified by TÜV Rheinland. We collaborate across the value chain from suppliers to converters and brand owners to identify opportunities to help meet their sustainability goals. We enable a lower carbon footprint through lower carbon footprint technologies, lightweighting & design, improved recyclability, increased recycle content, and bio-derived solutions. More detail about Avient's Product Carbon Footprint calculator can be found in the Product Excellence section and on the website.

## Developing More Sustainable Alternatives

The need for more sustainable alternatives to existing materials are driven by a range of factors from increased performance requirements, to meeting consumer preferences, to addressing evolving legislation. Avient has developed technologies to address these needs, including composites that lightweight to decrease carbon emissions, specialty additive alternatives that enable more recyclable products, and bio-based solutions that lower product carbon footprint.

Regulations related to chemicals are also evolving globally. As certain chemicals are required to be replaced, our customers need more sustainable alternatives to meet or exceed the performance requirements of their applications. Avient's product stewardship team monitors the status of various chemistries and works with our R&D teams to drive the innovation pipeline with these alternative solutions.

\*Organization for Economic Co-operation and Development (OECD) and National Geographic

# How Our Products Enable Sustainability

Avient's [portfolio of sustainable solutions](#) and services enables our customers to meet their innovation and sustainability goals through materials science. This portfolio has grown over 3x since 2016, and the megatrends of the future indicate continued growth and demand. In 2023, we launched nearly 30 sustainability enabling solutions. As the world continues to shift from operating in a linear economy to a circular economy, and reducing greenhouse gas emissions continues to be a focal point, Avient is proud to be a part of the solution. We have categorized our portfolio of solutions and services into three drivers of sustainability—RENEW, REDUCE and PRESERVE.

## Sustainable Solutions Portfolio



### RENEW

Solutions to advance a circular economy and minimize plastic waste



### REDUCE

Solutions to reduce weight and energy consumption



### PRESERVE

Solutions to preserve and protect natural resources and human life

[LEARN MORE](#)

Avient Sustainability

*Sustainability attributes of specific products continue to be tracked by [Avient's 8 ways](#) we help customers meet their sustainability goals.*

# 2023 Sustainability Innovation Awards

Avient's sustainable solutions portfolio is not only enabling our customer's commitments, it is also receiving recognition for product and technology innovation. In 2023, we were proud to have four of our sustainable solutions recognized as finalists or winners of industry awards.

## Service Innovation Enables Quality Recycle

### Post-Consumer Recycle (PCR) Color Predictive Tool

Innovation Award, Winner:  
Plastics Industry Association



Product Technology Innovation, Winner:  
Plastics Recycling Awards Europe 2023



## Innovation Enables PCR Claims + Low CO<sub>2</sub>

### reSound™ Ultra-Low Carbon Footprint TPE

Innovation Award, Finalist:  
Plastics Industry Association



**Rejoin™ 100% PCR Masterbatch**  
Sustainable Packaging Innovation Finalist:  
U.S. Plastics Pact



## Product Innovation Protects Quality Recycle

### Cesa™ A4R Nox A4R Additives for Enhanced Recycling

Innovation Award, Finalist:  
Plastics Industry Association



Product Technology Innovation, Finalist:  
Plastics Recycling Awards Europe 2023



# RENEW

Avient's portfolio of RENEW solutions are designed to advance the circular economy. These solutions help enable customers to achieve their sustainability goals by increasing the use of post customer recycled (PCR) and post industrial recycled (PIR) content, enabling recyclability, increasing adoption of biopolymers and minimizing plastic waste. **HIGHLIGHTS from 2023:**

ENABLES  
**100%**  
PCR UTILIZATION  
Cesa™ Nox A4R  
Additives for Enhanced  
Recycling

[LEARN MORE](#)



**60%** RECYCLE  
CONTENT  
Nymax™ REC Recycled Nylon  
Formulations

[LEARN MORE](#)



**35-40%**  
RECYCLED CONTENT  
reSound™ REC PCR TPE for  
Automotive Interiors

[LEARN MORE](#)



**35-60%**  
BIO-RENEWABLE CONTENT  
reSound™ BIO  
Thermoplastic Elastomers

[LEARN MORE](#)




EXPANDS  
**PCR USAGE**  
Design for Recycling  
CycleWorks™ Center for  
Mechanical Recycling

[LEARN MORE](#)



**35%**  
LOWER CARBON EMISSIONS  
ColorMatrix™ SmartHeat™  
RHC PCR Performance Additives

[LEARN MORE](#)



**85%** OF CONSUMERS CHOOSE  
BASED ON COLOR  
PCR Color Prediction Service  
Winner: Innovation Award, Plastics Industry Association & Product  
Technology Innovation, Plastics Recycling Awards Europe 2023

[LEARN MORE](#)



BIOBASED FIBER  
ENABLING  
**10-20%**  
LIGHTER WEIGHT  
SOLUTIONS  
Dyneema® SB301  
Biobased UD Fiber

[LEARN MORE](#)



## Key Markets



Packaging



Consumer



Transportation

## Key Customer Challenges

- Meet aggressive sustainability goals
- Develop strategies to minimize plastic waste
- Increase post consumer recycle (PCR) utilization and PCR availability
- Meet legislation requirements

## Avient Solutions & Services

- Solutions enabling increased use of PCR content
- Specialty solutions incorporating recycle and biobased content
- PCR Color Predictive Service, enabling increased use of recycled content
- Avient Design Services to enable circular solutions

[LEARN MORE](#)

Avient Sustainability


# REDUCE

Avient's portfolio of REDUCE solutions include design and materials solutions that enable customers to reduce weight, energy consumption and emissions. **HIGHLIGHTS from 2023:**

**20%  
LESS MATERIAL**

Lightweight Dashboards  
Hydrocerol™ Chemical  
Foaming Agents

[LEARN MORE](#)




**59% LESS  
WEIGHT**

Air Cargo Nets  
Bio-Based Dyneema® Fiber

[LEARN MORE](#)



**REDUCES  
VOCs**

SmartBatch™ FX for  
Body & Trim Paint  
Replacement

[LEARN MORE](#)



**SUSTAINABLE DESIGN**

Design for Lightweighting  
Avient Design Services

[LEARN MORE](#)



**40% LIGHTER THAN  
ALUMINUM**

LED Lighting Components  
Therma-Tech™ Thermally  
Conductive Formulations

[LEARN MORE](#)

**60% LESS CO<sub>2</sub> THAN NYLON**

EV Connectors  
Edgetek™ PKE Non-Halogen Flame Retardant  
Formulations

[LEARN MORE](#)



## Key Markets



Consumer



Transportation



Building &  
Construction

## Key Customer Challenges

- Improve fuel economy
- Reduce energy consumption
- Reduce carbon footprint
- Lessening environmental impact

## Avient Solutions & Services

- Specialty solutions designed to replace traditional materials (e.g. metal, wood) at lower weight
- Alternative solutions to reduce emittance of volatile organic compounds
- Lightweighting design and solutions to reduce material usage
- Avient Design Services to reduce weight or energy consumption

[LEARN MORE](#)

Avient Sustainability

# PRESERVE



Avient's portfolio of PRESERVE sustainable solutions are designed to preserve natural resources like water, protect human health and safety, and enable sustainable infrastructure. **HIGHLIGHTS from 2023:**


**UP TO 40% BIO-DERIVED**  
Pharmaceutical Tubing  
Versaflex™ HC BIO  
BT218 TPE

[LEARN MORE](#)



**NON-PTFE FORMULATIONS**  
Non-Fluorinated Polymers  
LubriOne™ Internally  
Lubricated Formulations

[LEARN MORE](#)



**75% LESS WATER**  
Spin Dyed Textile Yarn  
Renol™ Spin Dyeing Colorants

[LEARN MORE](#)




**UP TO 100% BIO-BASED CARRIER**  
Medical Devices  
Mevopur™  
Bio-Based Polymer Solutions

[LEARN MORE](#)



**ENABLE ALTERNATIVE ENERGY SOURCES**  
Photovoltaic Wire & Cable  
ECCOH™ XL 8148 Cross-Linkable Solutions

[LEARN MORE](#)



**SUPPORTS SUSTAINABLE INFRASTRUCTURE**  
Infrastructure Retrofit for Hydrogen Power  
Fiber-Line™ Engineered Fibers

[LEARN MORE](#)



## Key Markets



Healthcare



Energy



Consumer

## Key Customer Challenges

- Preserving key natural resources
- Increasing healthcare regulations
- Enabling connectivity & alternative energy
- Increasing regulatory compliance

## Avient Solutions & Services

- Specialty formulations, colorants and additives to meet medical device regulations
- Specialty optical fibers for telecommunications
- Advanced composite and fiber solutions for alternative energy infrastructure
- Regulatory compliance expertise

[LEARN MORE](#)

Avient Sustainability

# Product Stewardship

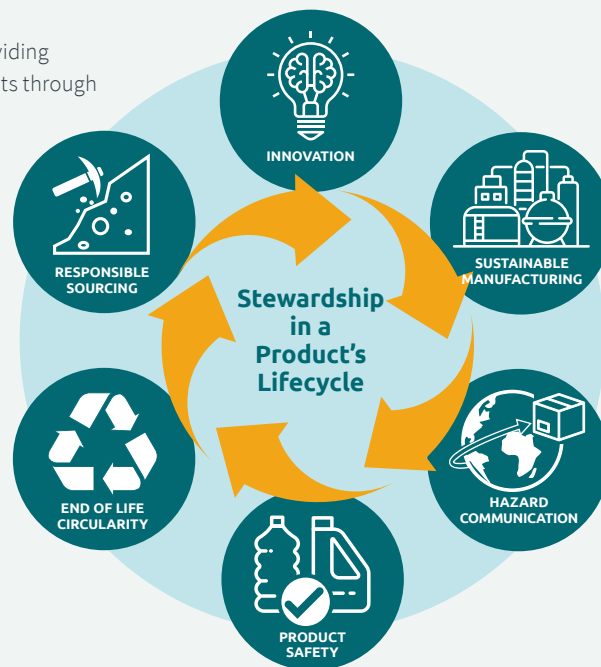
## Management Approach



Protecting associates, customers and the environment by providing safe products is a priority for Avient. We review the health, safety and environmental impact of our products throughout all life cycle stages, from responsible sourcing of our raw materials through product development and manufacturing to end applications at the customer and beyond.

Product Stewardship supports the Avient portfolio by providing information related to the safe use and handling of products through hazard communication, and by complying with global and local regulations. Continuous customer communications on product safety related to new and existing applications are an integral part of understanding the health and safety impacts of our product portfolio.

We maintain our certification to the [American Chemistry Council's \(ACC\) Responsible Care® management system](#) and comply with their [Product Safety Code](#) which goes beyond basic legal requirements. For 2023, there have been zero incidences of non-compliance with both legally required and voluntary standards, and there have been no incidences of our products harming people or the environment. In addition, for this reporting period there have been zero incidences of product recalls due to non-compliance in the markets we serve.



## Strategy

Avient is actively involved in various associations including the [ACC](#), [European MasterBatchers and Compounders \(EuMBC\)](#), [European Plastics Converters \(EuPC\)](#) and [Titanium Dioxide Manufacturers Association \(TDMA\)](#). Industry best practices and efforts to minimize impacts of our products on human health and the environment are based on a combination of lessons learned through these outreach programs and compliance.

Product Stewardship uses the ACC prioritization tool and associated risk assessment methodology to identify, document and communicate environmental, health and safety impacts of our products. Five percent or less of our products by total sales revenue are classified as category 1 or 2 health hazards in accordance with the Globally Harmonized system (GHS) for classification. These classifications and others, such as, environmental classifications (Persistent, Bioaccumulative Toxins—PBTs) and physical form contribute to the overall prioritization. Substances are encapsulated in our solid polymers and not biologically available for exposure when used as intended, therefore do not present a hazard. The majority of our products are not labeled or transported as hazardous materials. Despite this, we are committed to the process and have completed 43% of prioritized risk assessments. The number of prioritized risk assessments continue to grow each year as the process matures. Our goal is to complete 100% of risk assessments on hazardous materials greater than 1 ton by 2027.

As a result of these assessments, we have published additional substance safety summaries on our Avient website and will continue to update internal and external stakeholders on material handling and environmental considerations. We maintain data related to the environmental, health and safety of our products in our product stewardship database. The information is reviewed and updated continuously. Through this data, we create safety data sheets and customer certification statements for intended use and product safety improvements.

# Product Excellence

## Management Systems

Avient subscribes to several third party management systems across the globe, including ISO and [Responsible Care®](#) to ensure continual improvement. External third-party certification is an important part of ensuring our products are both safe and produced in alignment with industry standard best practices. To find more details about our certifications, visit our [ISO Certifications Library](#).

Avient has 102 global manufacturing facilities. 96% of these sites are certified through independent third parties to management system standards including ISO:14001, ISO:50001, ISO:22000, ISO:45001, ISO:9001, and Responsible Care®. Avient successfully achieved a Global Central Certification for RC14001 Management System for 48 locations. The certification allows all locations on the certification to maintain a Responsible Care® Certification and ISO:14001 certification. In addition to our global certifications, individual sites have obtained additional certification specific to the products and customers they serve. These certifications include ISCC Plus, Global Recycled Standard (GRS) 4.0, bluesign® SYSTEM, and others. International standards cover areas of Quality, Environmental, Health and Safety, Automotive, Medical Device, Responsible Care® and Energy Management.

For this reporting period, there have been no major non-conformances associated with management system certifications of Avient facilities. There have been zero product recalls associated with the quality of Avient products. For our sensitive applications we have implemented Good Manufacturing Processes (GMP) and ISO 13485. 100% of our facilities producing for the healthcare market are GMP or ISO audited within a 3-year period. There were no significant audit findings preventing manufacturing in this reporting period.

## Product Carbon Footprint

Avient recognizes that, given our position in the supply chain, we are well positioned to enable sustainability along the value chain by innovating in the early to mid-stages of the product life cycle. For Avient, the most material aspect of Life Cycle Analysis (LCA) is our Product Carbon Footprint (PCF). We have established a methodology to standardize our approach to calculating PCF. This methodology was developed in accordance with ISO 14067:2018 for product carbon footprint and is aligned with ISO 14040/14044 for life cycle analysis. We have received [third party certification from TÜV Rheinland](#). We continue to partner with [Carbon Minds](#) as well as our supply chain to generate the data. To date we have completed over 2,000 product carbon footprint calculations. Our goal in 2024 is to fully automate this process and expand the PCF data available for the Avient portfolio.



# No Surprises Pledge<sup>SM</sup>

At Avient, we are committed to helping you grow your business with safe and environmentally sound solutions. This commitment is exemplified by our No Surprises Pledge<sup>SM</sup> which we make to all customers and markets, across the globe.

You can be confident that, in formulating and manufacturing our materials, we use sustainable practices to provide long-term product viability and sound environmental stewardship.

- You can expect that the materials we produce contain only ingredients that conform to accepted legal and regulatory compliance guidelines.
- You can trust that Avient materials meet the rigorous quality and safety management standards required across the globe.
- You can be certain that Avient meets or exceeds the material safety data reporting requirements of your country or region.
- When you choose Avient, you can be confident our products will help you meet or exceed today's stringent compliance standards.

# ZERO

Major Non-Conformances  
at ISO Sites

# 96%

Manufacturing Sites  
Certified to an  
International Standard

# 1,500+

Product Carbon  
Footprint Calculations  
Completed in 2023

# Global Chemical Management

The current and future focus is on continued Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) assessments, reclassifications and communication on the safe use and handling of these substances. Many other countries are following suit on the EU REACH chemicals regulation or a similar framework. We continuously monitor these global emerging regulations and the impact to our product portfolio.



As part of the management and monitoring of Global Chemical Control Laws, Product Stewardship continuously monitors regulatory lists that identify hazardous substances of concern. Product Stewardship compares the substance lists published by the authorities to our product portfolio. This enables us to identify any substances coming under review as soon as possible and take appropriate action. This includes working with suppliers and other departments within Avient to identify suitable alternatives and drive innovation towards sustainable solutions. Such lists include REACH Substances of Very High Concern (SVHC) candidate list, U.S. Toxic Substances Control Act (TSCA), International Agency for Research on Cancer (IARC) and California Prop 65 amongst others.

We continue to update Poison Center notifications associated with our European portfolio and monitor risk assessments associated with the U.S. Environmental Protection Agency's (EPA) Toxic Substance Control Act (TSCA) inventory reset rule. We continue to actively monitor the developing regulatory activities at state, national and global levels with respect to per and poly-fluoroalkyl substances (PFAS). PFAS covers thousands of different substances and definitions of PFAS differ across organizations, states, and countries. Under the broad definition, PFAS includes fluoropolymers which are large, stable, inert polymeric molecules. Polymeric, high molecular weight fluoropolymers are too large to cross biological membranes. Avient does currently purchase and use a small amount of fluoropolymers and PFAS containing additives as raw materials which represent less than 3% of our global product portfolio. Avient does not use perfluorooctanoic acid (PFOA) or perfluorooctane sulfonic acid (PFOS) in its product formulations.

Management and monitoring of global inventory regulations and other emerging issues by our regional product stewardship experts ensures a quick evaluation and proactive response to potential regulatory risks. Avient's commitment to managing and monitoring the impact of global regulatory requirements on our businesses is demonstrated through our [Global Chemical Management Policy](#).

## Digitization Strategy

The global regulatory environment of today is more complex than ever before. Avient is committed to having expert systems in place to manage complex, global regulatory compliance requirements and mitigate potential risk.

In 2023, Avient invested in a new product stewardship platform to manage the environmental, health and safety impact of the Avient portfolio, the development and implementation of this platform will continue as we move into 2024. Through this powerful, configurable and global software for the management of regulatory and voluntary standard compliance, we will have full data transparency throughout the life cycle of Avient products. This investment will improve customer experience and it reiterates our commitment to providing transparency and communication with our stakeholders regarding our products.

# Supplier Collaboration Management Approach

Avient's value extends not only to consumers through specialty products, but beyond the boundaries of our own processes and operations. Strong, transparent relationships with suppliers are key to our success.

Our [Supplier Code of Conduct](#) drives interactions with our suppliers and expectations for doing business and is aligned closely with [International Labor Organization \(ILO\)](#) standards. It includes requirements for child and forced labor, the right to collective bargaining, non-discrimination, employee health and safety, conflict minerals Organisation for Economic Co-operation and Development (OECD) due diligence, and ethical treatment of the environment.

Avient includes in its [Code of Conduct](#) and [Supplier Code of Conduct](#) internal accountability standards related to slavery and human trafficking to which all employees, agents and consultants are required to adhere. Where required by law, we also have specific [disclosures and processes](#) in place, including a supplier audit program that focuses on human trafficking. To our knowledge no suppliers have been found to engage in such activity.





# Supplier Evaluation

In 2023, Avient continued to make progress with its Sustainable Sourcing Program to evaluate more of our partners. In addition to aligning our suppliers with the [Supplier Code of Conduct](#), the program is designed to address quality, cost and reliability requirements, and a range of sustainability, social responsibility, and environmental considerations. The intent is for Avient to increase supply chain compliance, and to make business allocation and sourcing decisions on who we partner with based on sustainability and quality-related risk.

## Sustainable Sourcing Program

Avient's Sustainable Sourcing Program focuses on embedding sustainable practices into our supply chain decisions. Last year, Avient completed the first phase of the program which focused on training and evaluating our suppliers on environmental, social, and governance requirements, per the [UN Global Compact](#) principles. We partnered with EcoVadis and IntegrityNext in order to complete these assessments. In 2023, Avient collected sustainable assessments for 70% of our total direct spend for sourcing. Of those collected, 81% of the suppliers reported an EcoVadis medal rating in their overall scorecard evaluation. Additionally, Avient's self-assessments, based on ISO 9001/IATF 16949, are requested of suppliers in order to provide insight into the core components of their Quality Management Systems (QMS) and subsequently used as approval criteria for Avient's most sensitive end applications.

Looking forward, Avient's Sustainable Sourcing Program is developing a framework to hold our partners accountable to improve upon their sustainable supply chain, including analyzing areas of risk such as quality, environmental, social, geopolitical financial, conflict minerals, and more. We seek to move the needle in expanding our Sustainable initiatives with the partnership of our suppliers.

Through the Sustainable Sourcing Program, we expect our suppliers to continuously assess and evaluate their sustainability efforts, improving their performance over time. Avient is committed to continue partnerships with suppliers who align with the following policies:

- [Environmental Policy](#)
- [Health and Safety Policy](#)
- [Supplier Code of Conduct](#)
- [Human Rights Policy](#)
- [Quality Policy](#)
- [Global Supplier Quality Manual](#)

## Conflict Minerals Process

Avient's business objective is to use conflict free materials and components in our products and expects our global supply chain partners to do the same. Avient has elected to utilize the reporting template provided by the [Responsible Minerals Initiative \(RMI\)](#) formerly *Conflict-Free Sourcing Initiative*, which facilitates the transfer of information through the supply chain regarding mineral country of origin as well as smelters and refiners being utilized. The template also facilitates the identification of new smelters and refiners to potentially undergo an audit via the RMI Conflict-Free Smelter program. Avient holds this process as a standard with all suppliers, thus reducing third-party supply chain risk. It is part of our policy and partnership with our suppliers that they follow the responsibilities and procedure of RMI and are obliged to our [Conflict Mineral Policy](#).

## Goals and Progress

### Plan for 2024

Assess 75% of suppliers for sustainability alignment.

Embed sustainable sourcing practices with our suppliers through our third-party risk management (TPRM) program.

Provide TPRM training to all sourcing associates and supplier partners on Avient's Sustainable Sourcing Program.



Assess supplier spend for alignment with our Sustainability objectives

# Strategic Partnerships and Alliances

Our Industry and Value Chain Sustainability Partners



# PLANET



# Protecting Our Planet

Avient is fully committed to protecting the environment by addressing climate change, conserving natural resources and preventing pollution. Through our environmental aspect and impact assessments within our RC14001 [EH&S Management System](#), we have focused on the following key topics: energy, emissions and climate change, as well as effluents and waste from our operations.

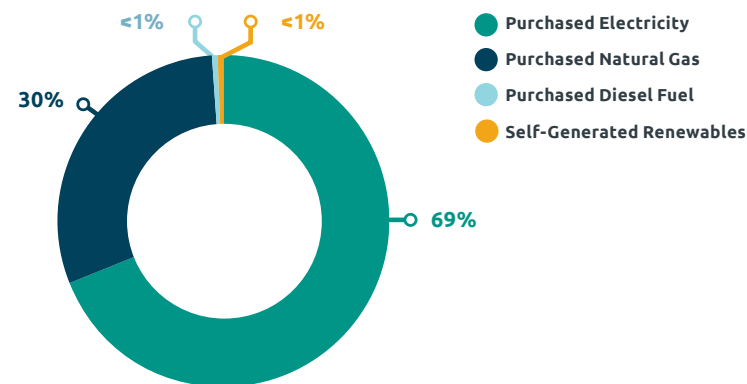
Avient's EH&S Committee of the Board of Directors provides oversight of the systems that are in place to monitor and mitigate risk associated with these key topics. Avient's Corporate EH&S Department defines the strategy and monitors performance against related management system standards. Full operational responsibility for execution lies within each business unit and operating site. To ensure performance expectations are met, each site has trained management personnel to oversee their systems. To drive engagement at all levels of the organization, financial incentives for all salaried personnel are partially tied to energy intensity and waste intensity targets.

Furthermore, to ensure the ongoing prioritization of capital projects that drive energy, waste, and water efficiency, we have implemented a system for identifying and centrally funding projects that have the greatest impact on our sustainability goals.

## Renewable Energy Update

Reducing consumption from non-renewable energy sources is a key part of Avient's path to carbon neutrality by 2050. We set an interim 2030 goal to attain 60% of our electricity from renewable sources. In 2023, we met this goal reaching 62% electricity being from renewable sources by leveraging virtual power purchase agreements among other sourcing initiatives.

## Energy Source Breakdown



## Electricity from Renewable Resources



# Climate Change

## Energy and Greenhouse Gas (GHG) Emissions



### Our Paths to Carbon Neutrality

Climate change is one of the most pressing issues facing the world today and is creating risks and opportunities for businesses across all industries.

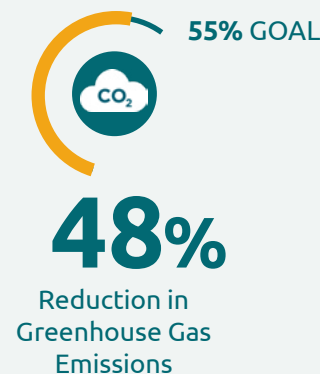
At Avient, we recognize that sustainable business practices can positively impact the issue of climate change. We are committed to doing our part in what must be a multi-faceted, global approach throughout supply chains and all stakeholders to successfully address the issue. While we remain focused on achieving our 2030 GHG and energy goals, we believe further actions and strong leadership are critical to addressing climate change and ensuring a stable and sustainable planet.

That is why, in support of the objectives of the Paris Agreement, we announced our ambition to achieve operational carbon neutrality by 2050 and aligned goals with our [RE100](#) commitment. We know the path to achieving carbon neutrality will not be easy. We have been working with internal and external stakeholders to understand how we can achieve our goal to become carbon neutral in line with climate science. And, we are finding new ways of operating, adopting new technologies, and innovating more sustainable products. Some technologies needed are not yet available at scale, which limits our ability to take certain actions in the short term. However, by taking advantage of developments in longer-term carbon management and removal technologies and circularity, we are committed to enabling positive climate impacts across our value chain.

In support of this climate transition, Avient has focused its continuous improvement efforts on:

- Investing in resources and existing technologies to optimize operations, including improvements in energy efficiency and waste reduction
- Maximizing the use of renewable energy in our operations
- Adopting new technologies in our global network of facilities
- Continuing to develop new and innovative products that have sustainability attributes that decrease GHG emissions and enable the world's transition to a lower-carbon economy
- Advancing circularity in our operations and our customers' products
- Partnering with our suppliers to enhance the eco-efficiency of our supply chain

(continues on next page)



### Avient Joins Better Plants Program



Avient proudly announced its partnership with the [U.S. Department of Energy's Better Plants Program](#),

another step in our commitment to enhancing our operational energy efficiency. By aligning with Better Plants, we have pledged to reduce our energy intensity by 25% over the course of 10 years, demonstrating our dedication to sustainable practices and bolstering our competitiveness in the industry.

*“Avient’s inclusion in this program represents a pivotal moment in exemplifying our unwavering commitment to environmental stewardship and operational excellence. By setting ambitious energy efficiency goals and leveraging the resources provided by Better Plants, we are not only reducing our environmental footprint, but also driving innovation and forging a path towards a more sustainable future.”*

—Bridget Moyer, Sr. Sustainability Engineer

Through this initiative, Avient gains access to valuable resources and support, including technical guidance, training programs, state-of-the-art software tools, and opportunities for peer networking and partnership. By leveraging these resources, we aim to accelerate our energy savings journey while contributing to a more sustainable future for our operations and environment.

For more information, visit the [Better Plants website](#).

## Energy and Greenhouse Gas (GHG) Emissions

(continued from previous page)

The transition to a carbon neutral world is a shared responsibility that requires innovation, collaboration, new partnerships, and the support of effective policymaking. We value the collaboration and partnership to drive change and are committed to engaging with our customers, suppliers, and other partners to encourage collective action and help promote the innovations needed to enable a sustainable future.

To drive progress toward carbon neutrality, Avient's low carbon transition plan targets intermediate (2030) goals around Scope 1 (direct) and Scope 2 (indirect) sources of greenhouse gas emissions. These targets are in line with prevailing climate science limits that keep global warming below 2 degrees Celsius as detailed by the Paris Agreement and [Science-Based Target Initiative \(SBTi\)](#). To better reflect the actual price of CO<sub>2</sub> to society, and ensure costs are within the ranges of the scenarios we use for assessing climate transition risks, Avient has instituted an internal cost of carbon. This tool encourages investments in low-carbon & carbon-free technologies while increasing the visibility of, and encouraging accountability for, the impact of carbon emissions on the business.

Avient's approach to reducing our greenhouse gases and other emissions is focused on four main areas:

1. Improving equipment and building energy efficiency;
2. Process transformation;
3. Expanding the use of renewable or low-carbon energy, and;
4. Supporting technology breakthroughs by meeting our customer's sustainable solution needs.

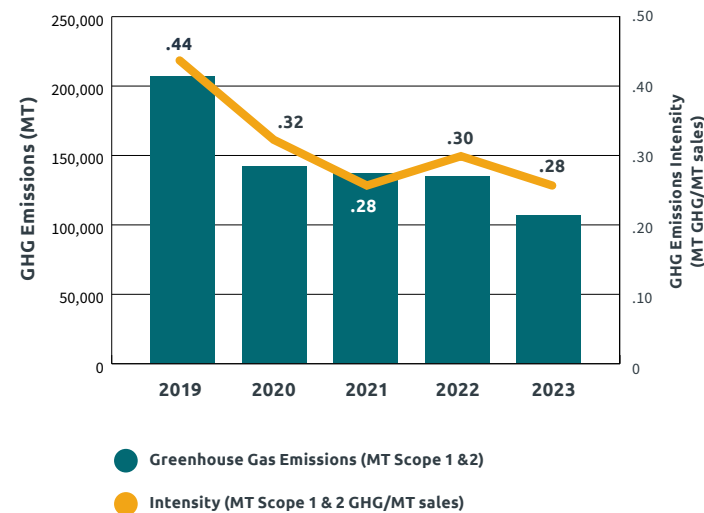
The overall management strategy for our emission reduction program is led by Avient's Planet Sub-Committee of the Sustainability Council. This committee is comprised of global operations and sourcing leaders and ensures continual progress towards our Sustainability Goals and operational efficiency goals. Execution of this strategy is achieved by our business segments working closely with our individual facilities, the EH&S team, and the Planet Sub-Committee.

Most of Avient's Scope 1 and 2 GHG emissions are attributable to the consumption of energy. Strategic plans at the facility and business unit level include planned efforts to achieve sustainability and operational goals. In 2023, we were able to further optimize energy consumption through executing 118 energy saving projects around the world. For detailed information on these projects, our energy and carbon performance, risks and opportunities presented by climate change, and associated governance systems, we invite you to read our most recent [Climate Change Report](#) submitted to [CDP](#) and [third party verified](#).

**118**  
**Energy Saving  
Projects in  
2023**

**Resulting in  
13,000 MWh  
Annual Savings**

### GHG Emissions

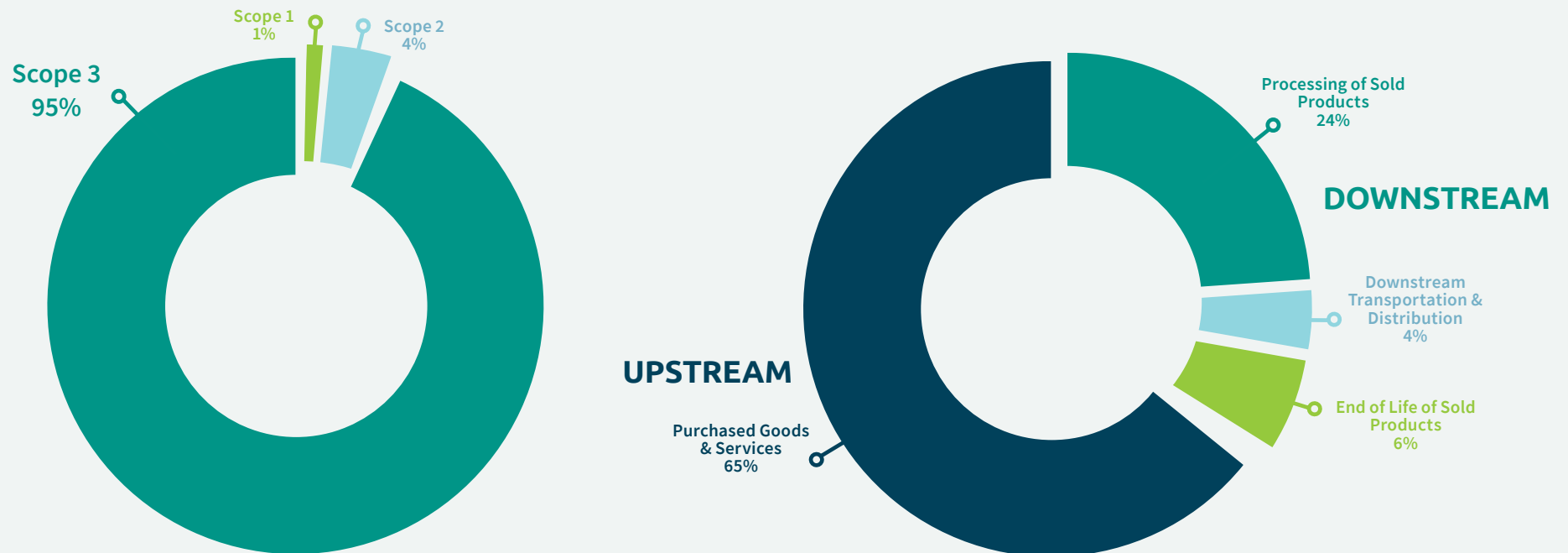


# Reducing Emissions Across Our Value Chain

Scope 3 emissions include upstream emissions from products and services we procure from suppliers, as well as downstream emissions from the transportation of our products and the emissions generated from the use and disposal of our sold products. Avient captures information related to all fifteen categories of these emissions. Understanding these emissions is important to Avient. Scope 3 emissions are many times greater than our combined Scope 1 and 2 emissions. Approximately 90% of our Scope 3 emissions come from purchased goods and services and downstream processing of sold products (65% and 24% respectively). This highlights how critical it is to collaborate with suppliers and customers across our value chain to reduce emissions.

Continuous improvement efforts led Avient to initiate a targeted assessment of 460 suppliers and our 20 largest customers to assess carbon emissions data availability and reduction plans. Our latest assessment identified that less than 50% of suppliers and customers have existing greenhouse gas commitments. This data is being utilized to define our capabilities to influence these stakeholders and initiate mutually beneficial partnerships. These partnerships will be leveraged to further improve the accuracy of our Scope 3 values along with our ability to take action and track progress toward future emissions reduction goals.

## Avient Scope 3 Emissions\*



\*Scope 3 emissions based on 2022 analysis

# Climate Risks & Opportunities

By acknowledging the implications of climate change, it becomes critical that related risks and opportunities be fully recognized. Avient utilizes findings from the company's [Enterprise Risk Management](#) system to continuously identify and monitor our management of the physical risks associated with climate change including extreme weather events, supply chain disruptions, and technology changes, as well as transitional climate risks associated with legal, regulatory, policy, low carbon energy transition and liability issues. We additionally expanded our existing risk management practices to incorporate the analysis of short to long-term climate-related risks and opportunities under various climate scenarios. A summary of the analysis can be found in the [Index of this Sustainability Report](#), and full details are attached to our [CDP Climate Change Report](#).

[LEARN MORE](#)

Avient Sustainability



# Waste: Preventing, Minimizing, Eliminating

**61%** of Waste in 2023 was Recycled or Beneficially Reused

Avient is committed to eliminating or reducing waste generated by our operations and enabling our customers to meet their waste minimization goals.

Our efforts are aimed at reducing the quantity of hazardous and non-hazardous waste generated. Our waste

management approach adds value by reducing the risk of environmental harm, as well as costs associated with waste management. These efforts are in line with our commitment to sustainability and strengthen the health of our communities and operations worldwide.

The majority of our waste is non-hazardous process scrap and purge materials. Other wastes may be generated from sources such as periodic construction and demolition projects, packaging from raw materials and products, laboratory waste from quality assurance activities, and routine office-based activities.

Expectations for the management of hazardous and non-hazardous waste are governed by Avient's internal waste management standards which are applicable to all facilities. These waste standards have established a hierarchy of waste management with the elimination of waste as the highest priority, followed by reuse or recycling, and disposal without any beneficial reuse as the lowest priority. We implement programs to identify reuse opportunities for off-quality products and other waste streams and improve facility resource efficiency to reduce waste generation. Compliance with these expectations is regularly evaluated through our comprehensive EH&S audit program.

Our annual goal of reducing waste to landfill intensity by 3%, as well as annual incentives, are designed to encourage facilities to eliminate waste generation and identify beneficial uses for their remaining waste streams. To monitor progress against these goals, we track waste data from each site on a monthly basis. Beyond quantities of waste generated, this monthly data includes information on positive and negative influences that impact performance.

It is this granular information that Avient utilizes to drive improvement projects. In 2023, we were able to further optimize operations through executing over 80 waste minimization projects around the world. Additionally, 47 of our manufacturing sites globally sent no waste to landfills in 2023. For detailed information on these projects, and GHG avoidance resulting from them, we invite you to read our most recent [Climate Change Report](#) submitted to [CDP](#).

While our goal focuses on waste impacts from our direct operations, we also seek opportunities along our value chain to work with suppliers to reduce waste associated with shipping materials and with customers by offering products that incorporate recycled content or extend the useful life of a product.

We regularly conduct risk-based audits to inspect external waste disposal and recycling companies to ensure the proper disposal of waste. In this way, we also keep today's waste from becoming tomorrow's contamination.

## Waste Minimization: Composites

As we continue to work towards our waste minimization goal of 3% reduction in waste to landfill intensity annually, each of our facilities takes an individual approach to reducing waste. Waste minimization plans are impacted by several factors, including raw materials utilized, materials produced, manufacturing process, and location.

Depending on the material, our composite and fiber solutions may run into challenges in finding outlets for waste to divert from landfill. At our facility in Birmingham, Alabama, a team was established to develop a plan for waste minimization. They evaluated existing waste streams, and created a plan to achieve a 25% waste to landfill reduction.

The plan includes a range of options, including repurposing scrap composite rods as fence posts, recycling of scrap glass, and recycling of composite finished goods. In its first year of implementation, the plan is already seeing success. The team continues to identify and qualify new collaborators to recycle and repurpose waste.

This is just one example of the work our teams are doing across Avient's facilities to deliver on our annual waste goal of 3% reduction of waste to landfill intensity.

**42%**  
of  
Manufacturing  
Sites

Sent no waste  
to landfills in  
**2023**

# Eliminating Plastic Waste

Plastic is a miraculous, versatile material that positively influences our world. It is in equipment that helps save lives, keeps food safe from spoilage, lowers the use of fossil fuels, and makes alternative energy possible.

However, some plastics are also in places they shouldn't be, like in our oceans and rivers. They find their way to landfills instead of being recycled. Avient is committed to eliminating plastic waste through innovation, broad stakeholder engagement, and strong partnerships and alliances.

We are continuously making a positive impact through our innovative portfolio of technologies that enable our customers to improve plastic recyclability and reduce the amount of material required for packaging. However, no one company or country can solve the plastics waste problem. That is why Avient joined the [Alliance to End Plastic Waste](#). As a founding member, we are collaborating with over 70 member companies and supporters to promote infrastructure, education and engagement, innovation, and clean up efforts to keep plastic waste in the right place.

The alliance has brought together people, businesses, governments, and organizations to find new ways to rethink, recover, and recycle plastic waste with the goal of protecting the natural resources and ecosystems that communities everywhere depend on.

Members of the alliance have already collectively committed more than \$1.5 billion to fund over 50 projects which have resulted in the reduction of over 85 million pounds of unmanaged waste since the Alliance's inception. Solutions to address the challenge of post-consumer plastic waste will require collective support, innovation and collaboration on a global basis—from resin producers, waste management companies, consumer brands and retailers to nongovernmental organizations, governments and consumers.

We will continue to invest and work aggressively to eliminate plastic waste in the environment through Avient's sustainable solutions and value chain partnerships to deliver critical sustainability and performance benefits to people and communities around the world.



# Clean-Up and Remediation

If soil and groundwater contamination occurs at active or former Avient sites, proper remediation measures are reviewed based on current legal and technical standards and undertaken as necessary.

A worldwide network of experts ensures proper remedial solutions are implemented. These solutions strive to maximize the conservation of natural resources, climate protection efforts, costs and social responsibility. This means making customized decisions on a case-by-case basis. Relevant sites are documented in a contaminated site database. In 2023, ongoing remediation work on behalf of Avient continued on schedule, and planning was concluded for future remediation projects.

## Waste Partnerships and Impact

In addition to being a founding and active member of the [Alliance to End Plastic Waste](#), Avient's global operations participate in [Operation Clean Sweep](#).

Operation Clean Sweep's overarching goal is to ensure that every plastic resin handling operation achieves zero loss of pellet, flake, and powder. This greatly helps to protect the environment and save valuable resources. Operation Clean Sweep companies greatly help to prevent plastics from making their way into the ocean, promoting safety, health and cleanliness for marine life. We recognize the importance of responsibly managing plastic pellet loss within our operations.

In addition to ongoing operator training, we conduct regular assessments of our management system procedures to ensure they are effective, and implement improvement measures if needed. On a daily basis, plant personnel monitor structural controls and work practices at our facilities via routine daily rounds.

When a loss of containment is discovered, loose pellets are promptly contained and cleaned up. Pellet recovery equipment, such as skimmers and sieves, are in place to recover pellets captured in our drainage systems.



# Water Stewardship

Avient's commitment to responsible water stewardship is exemplified by our conscientious approach to water management across our operations. Unlike other industrial sectors, our processes are inherently less water-intensive, with normal manufacturing procedures being predominantly "dry." Water usage is primarily confined to essential sanitary applications and process cooling, with a notable emphasis on closed-loop recycling to minimize consumption. Despite the modest water requirements of our operations, Avient recognizes the importance of water as a finite and precious resource.

Clean and accessible water is vital for healthy and thriving communities around the world. Avient recognizes the indispensable role water plays in sustaining life and promoting well-being. Our commitment to sustainable water management extends beyond compliance with regulatory requirements—we proactively seek opportunities to enhance water efficiency and maximize the reuse of wastewater across our facilities. Through diligent monitoring and tracking of water usage and wastewater discharges, we identify areas for improvement and implement targeted initiatives to reduce consumption and mitigate risks. Our global approach to water management integrates strategies for tracking legal obligations, assessing management costs, and prioritizing efficiency projects to optimize resource utilization and minimize environmental impact.


Building upon our commitment to sustainable water management, Avient took significant strides in 2023 to enhance transparency and data accuracy across our global operations. Central to this effort was the standardization of water stream definitions and reporting frequency, the release of our [Position on Water Stewardship](#) and the establishment of our water stress evaluation framework. While we have collected water data from our manufacturing facilities since 2012, increased water data accuracy allows us to better understand our water sources, withdrawal rates, and discharges. Our [Position on Water Stewardship](#) reinforces our commitment to minimize water consumption, maximize reuse opportunities, and mitigate risks associated with water scarcity and pollution. We leveraged the [World Resources Institute Aqueduct Water Risk Tool](#) to develop our water stress evaluation framework, which identified that 61% of our facilities are located outside of extremely high or high water stress areas (*detailed analysis in [Metrics section](#)*). This enables us to identify priority areas for intervention and resource allocation.

Information on water stress, water withdrawal, recycling/reuse, and discharge is provided in the [Metrics section](#) of this report or in [Avient's CDP Water Security Report](#).

## Biodiversity

Biodiversity is a cornerstone of ecosystem health and plays a fundamental role in sustaining life on Earth. While the vast majority of Avient sites are in urban and suburban areas, we recognize the critical importance of biodiversity not only for ecological balance, but also within the context of sustainable business practices. In line with our commitment to conserve biodiversity, Avient has developed a biodiversity risk assessment framework that draws upon data from the [World Wildlife Fund \(WWF\) Biodiversity Risk Filter](#).

We understand that nature-related risks are highly location-specific, so each of our sites globally is assigned a biodiversity risk level based on the WWF Biodiversity Risk Filter ([more details of the analysis in \[Metrics section\]\(#\)](#)). By assessing the potential impacts of our operations on local biodiversity, we can identify areas of heightened risk and implement targeted measures to minimize our ecological footprint. Our [Position on Biodiversity](#) underscores our dedication to minimizing biodiversity impact and ensuring the long-term sustainability of our operations.



**60%** of water efficiency projects in 2023 were at sites in high or extremely high water stressed areas

# Conventional Air Emissions

Our atmospheric protection activities are based on a comprehensive analysis of our emissions. Efforts to reduce air emissions—particulate matter, nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOCs) and hazardous air pollutants (HAPs)—are supported by capital investments, integration of cost-effective technologies and innovative operating practices. Regular monitoring of our emissions to air from all of our sites is a part of environmental management at Avient. All Avient manufacturing facilities comply with applicable regulatory requirements regarding emissions limits and hold valid air permits where required. While conventional air emissions are a critical and a highly-influential topic in some industrial sectors, as a specialty formulator of purchased materials, Avient's conventional air emission levels from legacy operations are de minimis and not material.

Details on conventional air emissions can be found in the [Metrics](#) section of this report.



# Committed to the Planet

In addition to protecting the planet through our commitment to climate change, conserving natural resources and preventing pollution related to our operations, Avient is committed to investing in the communities where we live and work. From Global Giving to Earth Day clean up initiatives, our associates are dedicated to investing in their communities through charitable contributions and volunteering their time. The commitment to our communities is a crucial part of protecting the planet for generations to come.

## Sustainable Practices for a Better Future

In 2023, Avient held the inaugural Sustainability Practices for a Better Future contest. There were submissions from across the globe of examples of ways our associates are enabling sustainability across the organization and within our communities. At our Pune, India facility, our associates are partnering with non-profit organizations to impact their communities. Through a collaboration with Jnana Prabodhini, Avient has enabled clean drinking water storage for over 1,400 residents of rural villages since 2019. The team is also collaborating with Swach to provide over 100 Pinjaras (material recycling facilities) in and around Pune, enabling collection of nearly 5,000MT of recyclables since 2019.

For more information about the winners of the Sustainability Practices for a Better Future contest, visit [our website](#).

[LEARN MORE](#)

Avient Sustainability



Supporting Local Needs  
Worldwide in 2023:

**110+ Communities**  
served worldwide

**3,000+ Associates**  
engaged

**60 NGOs** and charity  
organizations supported

**\$1.5M Donated**

**7,000+ Hours**  
volunteered

# Community Service and Charitable Contributions

Avient's long-standing dedication to community engagement remains integral to our culture. In 2023, our associates continued to prioritize making a meaningful difference in the communities we serve. They demonstrated unquestionable service and empathy for others by volunteering their time, talents, and treasures to support local organizations and causes worldwide.

We expanded our Global Giving campaign in its second year, partnering with local leaders to identify areas of need and support communities where we operate. Over 3,000 Avient associates participated, serving more than 110 communities and benefitting 60 non-profit and charity organizations around the world. Approximately \$1.5 million was donated and more than 7,000 volunteer hours were given to initiatives ranging from mentorship programs to environmental cleanups and fundraising events.

In North America, United Way remains our most significant philanthropic endeavor, with our associates continuing to give generously. Since 2007, we have raised over \$20 million for United Way chapters. Associates across our sites participated in fundraisers, volunteer events, and donation drives to

support United Way and the local charities they partner with to meet critical needs in education, financial stability, and health.

In addition, we contributed to numerous non-profit organizations where our leaders sit on boards of trustees, helping them advance sustainability in their operations and missions to serve.

## Political Contributions

Avient does not fund political parties or members of government. In the United States, employees at Avient have made use of their right to establish a Political Action Committee (PAC), which is a voluntary, federally registered employee association that collects donations for political purposes and decides how these are used, in accordance with U.S. law. The Avient PAC Committee, comprised of Avient PAC Members, meets, discusses key topics and decides the annual budget. Avient PAC aligns with candidates who support laws and regulations consistent with sustainable business practices and Avient's interests, represent a state or district where an Avient facility is located and/or are active members or leadership of key committees/positions. Our discussions with legislators provide awareness on Avient's role and contributions to the science that enables sustainability and a circular economy, as well as the importance of maintaining a cost and regulatory environment that allows companies to best operate, invest and grow.

In 2023, Avient PAC contributed \$6,500 to federal candidates in the U.S. and \$6,000 to state candidates in Ohio. No political contributions are made outside the U.S. Avient PAC's Federal Election Commission filings, including listings of contributions, are publicly available at [www.fec.gov](https://www.fec.gov). State of Ohio filings and contributions are publicly available at [www.ohiosos.gov](https://www.ohiosos.gov).



**\$20M+**  
For United Way Since 2007



# Earth Day Photo Contest

In celebration of Earth Day, we held our annual photo contest, inviting associates to capture the beauty of nature through their lenses. For every submission received, we pledged to donate to [One Tree Planted](#). In an inspiring display of collective action, over 350 trees were planted in honor of Earth Day, contributing to the restoration of forests and wildlife habitats.

The winner of the 2023 Earth Day Photo contest, Catherine Blackwell, R&D Chemist, CAI (United Kingdom) appears on this year's Sustainability Report cover (and featured here: *top, left*).

We also applaud Huma Khalil, Technology Lead, CAI (Pakistan) *Photo: bottom, left*; and Volker Dickfeld, Sr. Marketing Manager, CAI (Germany) *Photo: right*, for their outstanding entries securing runner up places.



# PERFORMANCE



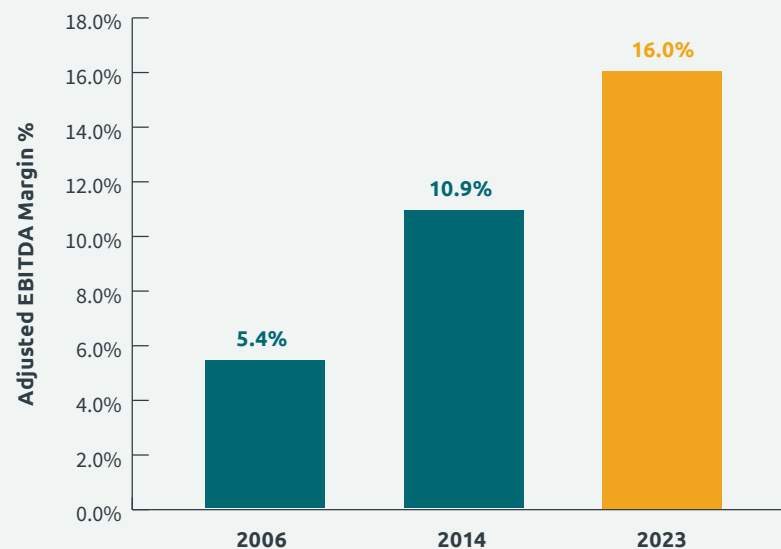
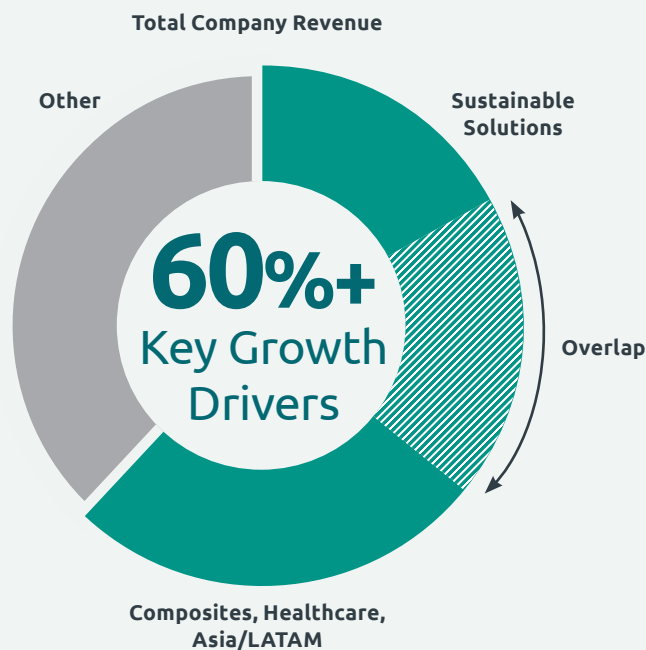
# Performance Overview

The fourth “P” of our sustainability cornerstones is Performance. While our work in People, Product and Planet are vitally important commitments, ultimately, they must yield financial performance and growth to create a truly world-class sustainable organization. We are forever committed to achieving “the right results, the right way.” To do so, we maintain strict adherence to all applicable laws, as well as areas like policies, audit, governance, and global training for our associates on ethics and our [Code of Conduct](#).

Our specialty transformation has enabled the highest margins in the company’s history. Avient’s portfolio offering is better positioned than ever before to deliver growth through innovative materials solutions to exceed customer needs. Our focus in our core growth areas of sustainable solutions, composites, healthcare, and emerging regions will take the company to new heights with a revitalized focus on innovation.

Investments in these growth areas will continue to drive revenue and earnings expansion and generate long-term value creation. By staying true to our technological know-how and expertise in materials science, we are confident in our ability to deliver on our fourth P of Performance in the years to come.

## Portfolio Transformation Provides Foundation for Sustainable Long-Term Growth



# Sustainable Solutions Performance

As highlighted in our Products section, Avient has a highly technical and broad portfolio of materials solutions that help our customers—and our planet—be more sustainable.

These sustainable solutions have and will continue to comprise a growing portfolio for our company, as demand increases across the globe and canvasses many end markets. As a result, Avient revenue from sustainable solutions has more than tripled compared to 2016.

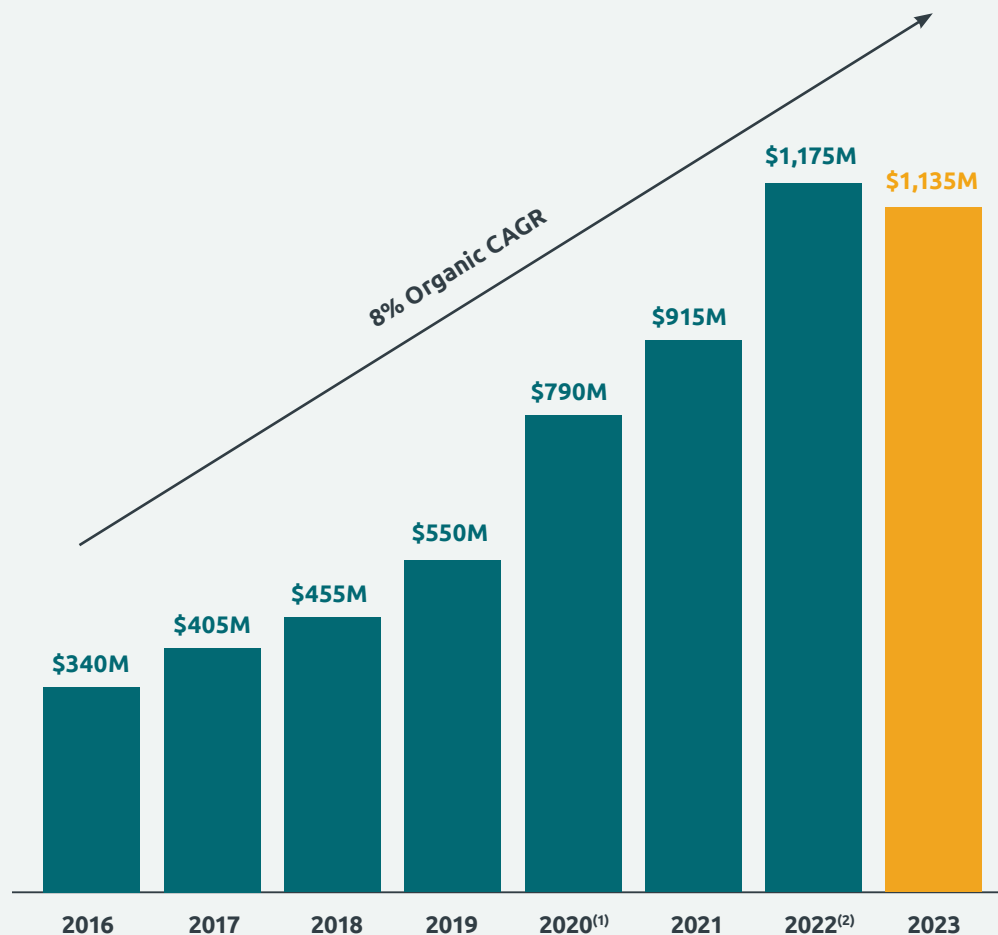
In 2023, we delivered \$1,135 million in sustainable solutions sales, now representing a third of our overall revenue. Although our sustainable solutions revenue declined slightly in 2023 due to inventory destocking, sustainability continues to be a key secular growth trend that will require innovative solutions.

And as we look to the future, we expect our sustainable solutions portfolio to gain even more importance among our customers and their end users.

OVER  
**1/3**  
of Our Total  
Portfolio

Represented  
by Sustainable  
Solutions

## Revenue from Sustainable Solutions\*



\*Avient Sustainable Solutions definitions aligned with FTC 2012 Guide for the Use of Environmental Marketing Claims ("Green Guides")

<sup>(1)</sup>2020 is Pro Forma to include full year of the Clariant Color business

<sup>(2)</sup>2022 is Pro Forma for the acquisition of APM and the divestiture of Distribution

# The Highest Ethical Standards

At Avient, we strive to create a world-class sustainable organization, by conducting business in a way that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Knowing that the judgments and decisions we make as individuals affect the way Avient is viewed in the marketplace and in the communities where we work, we let our personal values of Integrity, Honesty and Respect shape the way we do business. These values are based on high ethical standards, and demand honesty and integrity in our business dealings.

We hold ourselves to a consistent global standard of ethical conduct, while respecting the cultures and business practices of the countries and local communities with which we interact. As a testament to its importance, all our acquisitions are integrated into our Ethics and Compliance programs within the first year.

Our Code of Conduct establishes a clear set of ethical and behavioral standards for our business conduct. Our internal Ethics Committee and the Audit Committee of our Board provide oversight and direction for the training and education of the Code and other ethics related matters including a review of trends that may affect Avient.

We also recognize that our responsibility extends beyond our operational and process boundaries to our supplier partners. Our Supplier Code of Conduct provides requirements to suppliers and their employees, personnel agents, and subcontractors to fully comply with applicable laws and regulations and adhere to internationally recognized environmental, social, corporate governance and management system standards.

TRANSLATED IN OVER  
**20 LANGUAGES**



# Compliance and Training Programs

Compliance oversight is provided by a combination of the VP, Internal Audit & Corporate Ethics Officer, Legal, the Audit Committee of the Board of Directors, and our internal Ethics Committee, which is comprised of leaders from our global business and functional teams. The Audit Committee and Ethics Committee formally meet to provide oversight and the VP, Internal Audit & Corporate Ethics Officer has direct access to both committees and provides regular updates throughout the year.

To set clear expectations and understanding, our policies, along with the training and communication of these policies are provided in over 20 languages and disclosed on our website. Code of Conduct training is an annual mandatory requirement for all our associates. In addition, we reinforce important topics such as anti-bribery, anti-corruption, antitrust, harassment and discrimination, conflict of interest, insider trading and information security, with supplemental training provided to dive deeper into important topics. Further, based on assessment of global risk and in an effort to sustain a culture of excellence, we select certain specific countries or functional groups within Avient for focused training or audits.

# Ethics Hotline and Reporting

An independently managed [Ethics Hotline](#), with multi-language capabilities, is available globally via Web or by phone, 24/7. The Hotline is available to anyone within or outside Avient to allow access to report questions or concerns directly to Avient's compliance team. Those who file reports can remain anonymous.

We promote the availability of our Hotline through a number of avenues, including our annual [Code of Conduct](#) trainings, new-hire onboarding, Hotline posters which are displayed at all Avient locations, and ongoing associate communications. Additionally, during our Internal Audit team's site engagements across the globe, we conduct associate interviews to assess and reinforce the importance of speaking up if they have concerns.

Avient does not tolerate retaliation against any individual who, in good faith, seeks advice, raises a concern, reports misconduct or provides information in an investigation related to a suspected Code of Conduct violation.

All reports, received through the Hotline or other sources, are investigated by an independent and objective team which often includes Ethics, Legal and Human Resources. Standardized processes and forms are used to ensure a thorough review and resolution of ethics related reports. Investigations into ethics related matters have led to disciplinary action, including termination. The VP, Internal Audit & Corporate Ethics Officer, presents the number of ethics reports, report trends, substantiated reports, and a comparison of our ethics data vs. a benchmark to both the Audit and Ethics Committees.



*“At Avient, Ethics is paramount as we collaborate and advance innovation with our customers and maintain an unwavering commitment to excellence. We provide training to our associates to guide them in what we value most—acting with integrity, honesty and respect every day. Our team monitors compliance with these values and ensures continuous improvement in our Ethics programs, which is essential to creating a world-class, sustainable organization.”*

—Warren Schroeder, VP, Internal Audit and Corporate Ethics Officer

Do you have an ethics concern?  
**ETHICS  
MATTERS**

Don't keep it to yourself.  
Talk to your human resources  
representative or supervisor.

Or contact the  
Ethics Hotline:

Online at:  
[avient.ethicspoint.com](http://avient.ethicspoint.com)

By Phone  
1-877-228-5410

ETHICS REPORTS: Confidential, Discreet, No Retaliation



# Enterprise Risk Management

The Enterprise Risk Management (ERM) process is collaborative across Avient's business and functions in order to identify Avient's risks. Once risks are identified, the likelihood of occurrence and potential impact of each risk is evaluated and assessed considering mitigating activity. The prioritized risks are reviewed annually with executive management to ensure our risk identification and responses remain up-to-date, mitigation actions remain effective, and that new and emerging risks are considered. More information regarding risks is available in our [Annual Report](#) on Form 10-K.

Avient's management presents the ERM analysis to Avient's Board of Directors regularly. Sustainability-related risks are included and evaluated as part of the ERM process.



# Board of Directors Governance

The primary responsibility for corporate governance at Avient rests with our [Board of Directors](#). Our Board believes that corporate governance is enhanced when a substantial majority of the Directors are independent and when all Directors have demonstrated substantial professional accomplishment and leadership in their careers.

Our Board also believes that good corporate governance is achieved through effective oversight of management and the business affairs of the company. To accomplish this oversight, the Board has assigned responsibilities among committees of the Board and has documented those responsibilities in committee charters. All of our Board committees play some role in sustainability for the Company.

For example, our [Governance and Corporate Responsibility Committee](#) provides oversight and guidance with regard to how the Board and management evaluate and integrate corporate responsibility and sustainability into the Company’s business strategy and decision-making. Our Environmental, Health and Safety Committee exercises oversight with respect to the Company’s environmental, health, safety, physical security and product stewardship policies and practices and reviews with management risks and exposures regarding environmental, health and safety concerns. This includes oversight of the systems that are in place to monitor and mitigate our carbon footprint and the potential risks related to climate change impacts on the physical environment. In addition, the Board has adopted a set of [Corporate Governance Guidelines](#) that help define its responsibilities and guide its conduct.

Our Board consists of 12 Directors, 11 of whom are independent, and who each bring a unique set of qualifications pertaining to corporate governance and Avient’s business. The Governance and Corporate Responsibility Committee of the Board regularly reviews criteria for Board membership to ensure an appropriate mix of skills, experience, and diversity. Mandatory membership criteria include high ethical standards, integrity, judgment, and an ability to devote sufficient time to the affairs of our Company. Our Board also represents a balanced mix of fresh perspectives from our newer Directors and more seasoned perspectives from our longer tenured Directors.

Our Board recognizes the benefits a diverse team brings to any organization, including driving results by virtue of reflecting the customers we serve. To further its commitment to maintaining a diverse board, during any search for a new Board member, the charter for the Governance and Corporate Responsibility Committee requires the inclusion of qualified female and racially/ethnically diverse persons in the initial pool from which Director nominees are chosen.



AVERAGE  
TENURE  
**8**  
years

AVERAGE  
AGE  
**62**

RACIAL  
DIVERSITY  
**25%**

GENDER  
DIVERSITY  
**25%**  
female

TOTAL  
DIVERSITY  
**50%**

# Board of Directors



**Ashish K. Khandpur**  
President and  
Chief Executive Officer,  
Avient Corporation



**Neil Green**  
Executive Vice President  
and Chief Digital Officer,  
Otis Worldwide Corporation



**Ernest Nicolas**  
Chief Supply Chain Officer,  
HP Inc.



**Richard Fearon**  
Non-Executive Chairman,  
Avient Corporation  
Retired Vice Chairman and  
Chief Financial and  
Planning Officer, Eaton



**William R. Jellison**  
Retired Vice President,  
Chief Financial Officer,  
Stryker Corporation



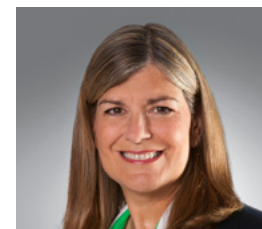
**Kerry J. Preete**  
Retired Executive  
Vice President,  
Chief Strategy Officer,  
Monsanto Company



**Robert E. Abernathy**  
Retired Chairman and  
Chief Executive Officer,  
Halyard Health, Inc.



**Sandra B. Lin**  
Retired President,  
Chief Executive Officer  
and Director, Calisolar Inc.  
(now Silicor Materials Inc.)



**Patricia Verduin, Ph.D.**  
Retired Chief Technology Officer,  
Colgate-Palmolive Company



**Gregory J. Goff**  
Retired Executive Vice Chairman  
of Marathon Petroleum  
Corporation



**Kim Ann Mink, Ph.D**  
Former Chairman, President  
and Chief Executive Officer,  
Innophos Holdings, Inc.



**William A. Wulfsohn**  
Former Chairman and  
Chief Executive Officer,  
Ashland Global Holdings, Inc.

# Policies & Guidelines

In addition to our Code of Conduct, our corporate governance policies show our commitment to honest, ethical business practices and compliance with applicable law. These documents and policies are the principles and guidelines that we follow to ensure effective corporate governance practices within Avient.

<a href="#">Animal Testing Policy</a>
<a href="#">Audit Committee Charter</a>
<a href="#">California Transparency in Supply Chains Act Disclosure</a>
<a href="#">Code of Conduct</a>
<a href="#">Code of Ethics—Applicable to Avient Senior Officers</a>
<a href="#">ColorMatrix Europe Limited—Modern Slavery and Human Trafficking Statement</a>
<a href="#">Compensation Committee Charter</a>
<a href="#">Conflict Minerals Policy</a>
<a href="#">Corporate Governance Guidelines</a>
<a href="#">Environmental Policy</a>
<a href="#">Equal Employment Opportunity</a>
<a href="#">Global Chemical Management</a>
<a href="#">Global ISO Certificate Library</a>
<a href="#">Global Policy on Anti-Bribery and Anti-Corruption</a>

<a href="#">Global Policy on Antitrust</a>
<a href="#">Governance and Corporate Responsibility Committee Charter</a>
<a href="#">Human Rights Policy</a>
<a href="#">No Surprises Pledge<sup>SM</sup></a>
<a href="#">Position on Biodiversity</a>
<a href="#">Position on Water Stewardship</a>
<a href="#">Privacy Statement</a>
<a href="#">Product Stewardship Policy</a>
<a href="#">Quality Policy</a>
<a href="#">Responsible Care Policy</a>
<a href="#">Safety and Health Policy</a>
<a href="#">Security Policy</a>
<a href="#">Supplier Code of Conduct</a>

# METRICS



# People Data and Metrics

Category	2019	2020	2021	2022	2023
Total TRIR (#—Direct)	0.56	0.50	0.55	0.51	0.58
Total TRIR (#—Contractors)	0.00	0.00	0.00	0.00	2.00
Recordable Injuries (Total #)	36	37	55	57	62
Recordable Illnesses (Total #)	0	0	0	0	0
Total LTIR (#—Direct)	0.29	0.24	0.14	0.15	0.26
Total LTIR (#—Contractors)	0.00	0.00	0.00	0.00	1.50
Total Injuries of High Consequence (% of TRIR)	14	5	2	0	2
Total Fatality Rate (#—Direct)	0.00	0.00	0.00	0.00	0.00
Total Fatality Rate (#—Contractors)	0.00	0.00	0.00	0.00	0.00
Process Safety Incident Count (#)	0	0	0	0	0
Process Safety Total Incident Rate (#)	0.00	0.00	0.00	0.00	0.00
Process Safety Incident Severity Rate (#)	0.00	0.00	0.00	0.00	0.00
Transport Incidents (#—US DOT 5800/EU ADR)	0	0	0	0	0
Associate Safety Engagement Activities (#)	N/A	N/A	10,100	14,658	11,806
EH&S Internal Audits (#)	58	37	25	40	76
Workers covered by an EH&S Management Systems (%)	100	100	100	100	100
Workers covered by an internally audited EH&S MS (%)	100	100	100	100	100
Facilities externally certified ISO45001 (or equivalent — %)*	N/A	52	56	54	51
Suppliers externally certified ISO45001 (% of surveyed)	N/A	44	56	53	54

\*Certificates can be found at (<https://www.avient.com/company/policies-and-governance/global-iso-certificate-library>)

# Planet Data and Metrics

Category	2019*	2020*	2021*	2022*	2023
<b>ENERGY¹</b>					
Total Energy (GJ)	2,377,860	2,242,291	2,361,107	2,265,482	2,144,770
Energy Intensity (GJ/MT Sales)	5.09	5.04	4.77	5.05	5.63
Renewable Electricity (MWh)**	104,880.63	122,505.22	174,701.68	232,488.43	253,894.78
Electric Power (MWh)	461,426.13	439,773.23	460,693.35	439,215.11	409,650.68
Renewable Electricity (%)	23	28	38	53	62
Renewable Energy (%)	16	20	27	37	43
Total Self-Generated Energy (GJ)	11,845	14,590	11,461	12,019	15,710
Energy Saving Activities (#)	59	74	102	129	118
Annual Savings from Energy Saving Activities (GJ)	35,573	19,470	72,845	439,347	64,987
Capital Invested in Energy Savings (\$MM USD)	1.97	2.43	1.74	5.05	3.79
<b>PURCHASED ENERGY (%)</b>					
Purchased Electricity (%)	49.74	51.70	51.05	69.79	68.76
Purchased Natural Gas (%)	12.89	14.11	13.46	29.45	30.24
Purchased Steam (%)	0.00	0.00	0.00	0.00	0.00
Purchased Diesel Fuel (%)	0.87	0.95	1.12	0.76	0.48
<b>SOURCES OF PURCHASED ELECTRICITY (%)²</b>					
Non-Renewable: Coal	46.72	45.53	41.12	40.04	39.61
Non-Renewable: Natural Gas	33.69	36.12	17.51	17.41	17.35
Non-Renewable: Other Fossil Fuels	0.00	0.00	0.26	0.21	20.00
Non-Renewable: Nuclear	11.95	11.37	9.86	9.01	8.82
Non-Renewable: Oil	2.16	1.60	1.82	1.70	1.67
Renewable: Hydro	3.24	2.23	14.79	15.22	14.07
Renewable: Wind	0.70	0.88	7.94	9.02	9.97
Renewable: Solar	1.48	2.20	3.76	4.67	5.61
Renewable: Biomass	0.06	0.07	2.53	2.44	2.37
Renewable: Geothermal	0.00	0.00	0.29	0.28	0.27

(continues on next page)

Category	2019*	2020*	2021*	2022*	2023
<b>EMISSIONS<sup>1</sup></b>					
Greenhouse Gas Emissions (MT Scope 1 GHG)**	36,680	39,023	36,147	34,792	33,384
Greenhouse Gas Emissions (MT Scope 2 GHG)**	169,789	102,479	100,595	99,465	72,976
Greenhouse Gas Emissions (MT Scope 3 GHG) <sup>3</sup>	584,622	1,440,584	2,122,338	6,421,128	See CDP
Greenhouse Gas Emissions (MT Scope 1 & 2 GHG)**	206,469	141,502	136,742	134,257	106,360
Greenhouse Gas Emissions Intensity (MT 1&2 GHG/ MT Sales)	0.44	0.32	0.28	0.30	0.28
Greenhouse Gas Emissions Intensity (MT 1&2 GHG/ \$B Revenue)	51,864	63,886	41,249	39,524	33,840
Annual GHG Emissions Avoidance from ESA & WMA (MT)	8,378	10,235	33,631	115,099	127,938
Reportable Releases—above permitted limits (#)	0	0	0	0	1
<b>EMISSIONS OF SOX/NOX/VOC/HAPS (MT)</b>					
SOx	0.14	0.13	0.13	0.25	0.43
NOx	14.74	10.85	11.77	12.96	13.40
VOC	695.40	659.43	648.17	563.96	669.99
Top 4 Hazardous Air Pollutants	0.98	1.00	1.18	6.96	6.77
Particulate Matter	33.78	30.99	32.88	28.02	31.09
<b>WASTE</b>					
Total Waste (MT)	31,087	29,783	33,090	32,267	31,462
Total Waste Intensity (Kg Waste/MT Sales)	66.60	66.92	66.90	71.88	82.66
Total Waste Intensity (MT Waste/ \$B Revenue)	7,809	13,447	9,982	9,499	10,010
Percent of Total Waste Recycled/Beneficially Reused (%)	51.45	50.51	47.85	48.60	61.06
Percent of Total Waste Landfilled (%)	40.13	40.20	43.26	44.24	34.17
Total Waste Landfilled (MT)**	12,476	11,972	14,315	14,274	10,751
Total Non-Hazardous Waste (MT)	27,608	26,606	29,298	28,503	28,318
Waste Minimization Projects (#)	34	53	142	114	84
Annual Diversion from Waste Minimization Projects (MT)	2,087	743	3,136	8,425	13,965
Capital Invested in Waste Minimization (\$MM USD)	0.00	0.33	1.48	2.68	0.40
Landfill Free Sites (%)	N/A	N/A	N/A	N/A	42

(continues on next page)

Category	2019*	2020*	2021*	2022*	2023
<b>HAZARDOUS WASTE</b>					
Hazardous Waste US & Canada (%)	29	16	19	21	26
Hazardous Waste Latin America (%)	5	5	6	6	3
Hazardous Waste Europe (%)	36	51	41	34	36
Hazardous Waste Asia Pacific (%)	27	25	30	36	34
Hazardous Waste Middle East & Africa (%)	3	3	4	3	2
Total Hazardous Waste (MT)	3,480	3,177	3,792	3,850	3,173
<b>WATER</b>					
Total Water Withdrawal (1000 m3)	1,356	1,801	1,796	1,738	1,599
Total Water Withdrawal Intensity (m3/MT Sales)	2.90	4.05	3.63	3.87	4.20
Total Wastewater Discharge (1000 m3)	892	1,032	1,164	1,122	1,146
Wastewater Recycled (% of Total)	34	43	35	35	28
Total Water Related NoV (#)	0	0	0	0	3
Withdrawal & Consumed from High and Extremely High Risk Areas (% of Total)	38	35	30	28	26
Water Minimization Projects (#)	4	6	19	19	10
Annual Diversion from Water Minimization Projects (1000 m3)	9	19	55	115	284
Capital Invested in Water Minimization (\$MM USD)	0.04	0.38	0.24	0.07	1.02
<b>SITES IN HIGH &amp; EXTREMELY HIGH WATER RISK AREAS BY REGION</b>					
US & Canada (%)	N/A	N/A	N/A	N/A	11
Latin America (%)	N/A	N/A	N/A	N/A	4
Europe (%)	N/A	N/A	N/A	N/A	6
Asia Pacific (%)	N/A	N/A	N/A	N/A	12
Middle East & Africa (%)	N/A	N/A	N/A	N/A	4
<b>CERTIFIED ENVIRONMENTAL MANAGEMENT SYSTEMS</b>					
Facilities externally certified to ISO14001/RC14001 (%) <sup>4</sup>	N/A	50	52	57	58
Facilities externally certified to ISO50001 (# of high energy sites) <sup>4</sup>	2	2	2	2	3
Suppliers externally certified ISO14001 (% of surveyed)	N/A	70	75	72	72
Suppliers externally certified to ISO50001 (% of surveyed)	N/A	17	19	24	32

\*Includes estimated full year performance of APM acquisition

\*\*2019 baseline data revised to account for acquisition pro-forma performance and divestitures

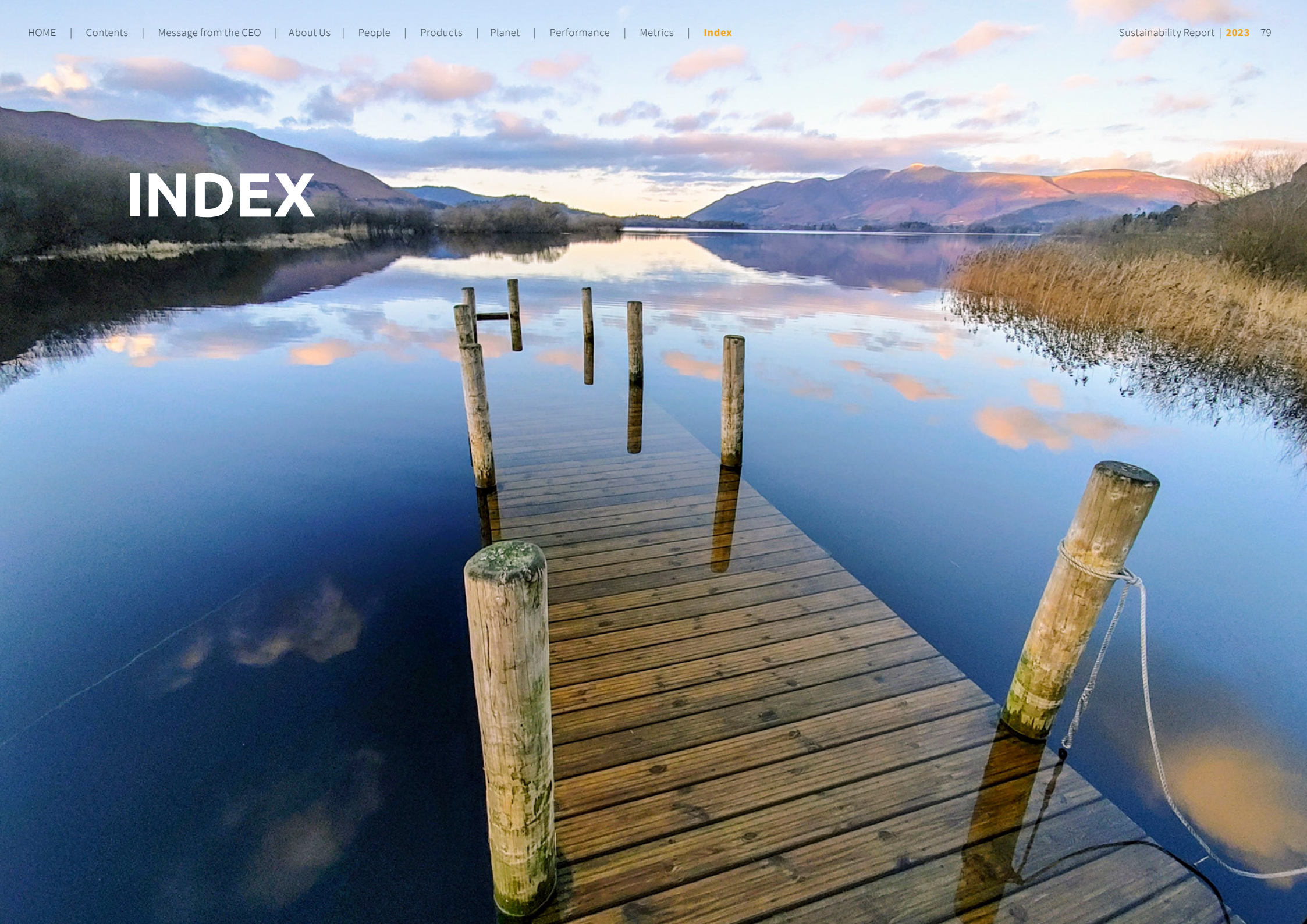
(1) Refer to CDP Climate Change Report for finalized Energy/Emissions information <https://www.avient.com/company/sustainability/sustainability-report/reporting/cdp-climate-change-report>

(2) Estimates. Does not include renewable energy credits from Virtual Power Purchase Agreements

(3) Increase due to capture of all relevant Scope 3 data from APM acquisition

(4) Certificates can be found at <https://www.avient.com/company/policies-and-governance/global-iso-certificate-library>

# INDEX



## GRI Standards Content Index

GRI Standard	Disclosure Title	Avient Disclosures
<b>General Disclosures</b>		
<b>Organizational Profile</b>		
102-1	Name of the organization	<a href="#">About Us—Who We Are</a>
102-2	Activities, brands, products, and services	<a href="#">Avient Technologies—Products</a> Avient products are not banned in any market
102-3	Location of headquarters	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Cover Page
102-4	Location of operations	<a href="#">Where We Are: Global Locations</a> Page 14 <a href="#">Avient 2023 Annual Report</a> —Form 10-K Page 13
102-5	Ownership and legal form	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Cover Page
102-6	Markets served	<a href="#">About Us—Avient’s Support for Communities and Customers</a> Page 15 <a href="#">Avient 2023 Annual Report</a> —Form 10-K Page 13
102-7	Scale of the organization	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 2–7, 38–39
102-8	Information on employees and other workers	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Page 5 <a href="#">People—Workforce Demographics</a> Page 28 Currently we report on the number of associates. A majority of associates have full-time contracts.
102-9	Supply chain	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Page 5
102-10	Significant changes to the organization and its supply chain	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Page 18
102-11	Precautionary Principle or approach	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Page 8–13
102-12	External initiatives	<a href="#">About Us—Who We Are</a> Page 11 <a href="#">People—Security, Becoming an Even Better Place to Work</a> Page 22, Page 36 <a href="#">Products—Strategic Partnerships and Alliances</a> Page 50
102-13	Membership of associations	<a href="#">Strategic Partnerships and Alliances</a> Page 50
<b>Strategy</b>		
102-14	Statement from senior decision-maker	<a href="#">2023 Sustainability Report—Message from the CEO</a> Page 3
102-15	Key impacts, risks, and opportunities	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Page 8–13 <a href="#">Innovating for a Sustainable Future</a> Page 38
<b>Ethics &amp; Integrity</b>		
102-16	Values, principles, standards, and norms of behavior	<a href="#">About Us—Who We Are</a> Page 11 <a href="#">Avient 2023 Annual Report</a> —Our Vision; Our Culture; Our Sustainability Guiding Principle and Four Cornerstones
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Performance—Ethics Hotline and Reporting</a> Page 69

GRI Standard	Disclosure Title	Avient Disclosures
<b>General Disclosures</b>		
<b>Governance</b>		
102-18	Governance structure	<a href="#">Performance—Board of Directors Governance</a> Page 71 <a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Avient 2023 Annual Report—Form 10-K</a> Pages 14–15 & 68 <a href="#">Avient 2024 Proxy Statement</a> —Pages 14–15 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">Performance—Board of Directors Governance</a> Page 71 <a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">People—Training and Development</a> Page 23 <a href="#">People—Diversity &amp; Inclusion</a> Page 24 <a href="#">Products—Product Stewardship</a> Page 45 <a href="#">Products—Supplier Collaboration</a> Page 48 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-22	Composition of the highest governance body and its committees	<a href="#">Avient 2023 Annual Report—Form 10-K</a> Pages 13–14, & 65 <a href="#">Performance—Board of Directors Governance</a> Page 71
102-23	Chair of the highest governance body	<a href="#">Avient 2024 Proxy Statement</a> —Page 19
102-24	Nominating and selecting the highest governance body	<a href="#">Performance—Board of Directors Governance</a> Page 71 <a href="#">Avient 2023 Annual Report—Form 10-K</a> Pages 13–14 <a href="#">Avient 2024 Proxy Statement</a> —Page 16 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-25	Conflicts of interest	<a href="#">Performance—Board of Directors Governance</a> Page 71 <a href="#">Avient Code of Conduct</a> <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">Performance—Board of Directors Governance</a> Page 71 <a href="#">Avient 2023 Annual Report—Form 10-K</a> Pages 13–14 & 65 <a href="#">Avient 2024 Proxy Statement</a> —Pages 29–31 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-27	Collective knowledge of highest governance body	<a href="#">Performance—Board of Directors Governance</a> Page 71 <a href="#">Avient 2024 Proxy Statement</a> —Pages 14–16
102-28	Evaluating the highest governance body's performance	<a href="#">Performance—Board of Directors Governance</a> Page 71 <a href="#">Avient 2024 Proxy Statement</a> —Pages 32–36 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">Performance—Board of Directors Governance</a> Page 71 <a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-30	Effectiveness of risk management processes	<a href="#">Performance—Enterprise Risk Management; Board of Directors Governance</a> ; Pages 70,71 <a href="#">Avient 2024 Proxy Statement</a> —Pages 30–31 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-31	Review of economic, environmental, and social topics	<a href="#">Performance—Enterprise Risk Management; Board of Directors Governance</a> ; Pages 70,71 <a href="#">Avient 2024 Proxy Statement</a> —Pages 30–31, 34 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>

GRI Standard	Disclosure Title	Avient Disclosures
<b>General Disclosures</b>		
<b>Governance</b>		
102-32	Highest governance body's role in sustainability reporting	<a href="#">Message from the Governance and Corporate Responsibility Committee</a> Page 4 <a href="#">Performance—Enterprise Risk Management; Board of Directors Governance</a> ; Pages 70,71 <a href="#">Avient 2024 Proxy Statement</a> —Pages 30–31, 34 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-33	Communicating critical concerns	<a href="#">Performance—Enterprise Risk Management; Board of Directors Governance</a> ; Pages 70,71 <a href="#">Avient 2024 Proxy Statement</a> —Pages 30–31, 34 <a href="#">Avient Code of Conduct</a> <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-34	Nature and total number of critical concerns	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 54–55
102-35	Remuneration Policies	<a href="#">Avient 2024 Proxy Statement</a> —Pages 49–57, 59–70
102-36	Process for determining remuneration	<a href="#">Avient 2024 Proxy Statement</a> —Pages 49–54
102-37	Stakeholders' involvement in remuneration	<a href="#">Avient 2024 Proxy Statement</a> —Pages 49–50
102-38	Annual total compensation ratio	<a href="#">Avient 2024 Proxy Statement</a> —Page 71
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	<a href="#">About Us—Engaging with Our Stakeholders</a> Page 9
102-41	Collective bargaining agreements	<a href="#">Workforce Demographics—Employee Representation</a> Page 28
102-42	Identifying and selecting stakeholders	<a href="#">About Us—Engaging with Our Stakeholders</a> Page 9
102-43	Approach to stakeholder engagement	<a href="#">About Us—Engaging with Our Stakeholders</a> Page 9
102-44	Key topics and concerns raised	<a href="#">About Us—Engaging with Our Stakeholders</a> Page 9
<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 2–3 We operate in three reportable segments: (1) Color, Additives and Inks and (2) Specialty Engineered Materials
102-46	Defining report content and topic boundaries	The information in this report applies to Avient and all owned facilities, joint ventures, and operating companies globally within the reporting period, unless otherwise stated. In the case of our associates, all information pertain only to employees of Avient and its operating subsidiaries, unless otherwise noted. Environmental data covers all sites owned or operated by Avient in the reporting period.
102-47	List of material topics	<a href="#">People—Occupational Safety &amp; Health; Training and Development; Diversity &amp; Inclusion</a> Pages 20, 23, 24 <a href="#">Products—Product Stewardship; Supplier Collaboration</a> Page 45, 49 <a href="#">Reducing Emissions Across Our Value Chain; Waste: Preventing, Minimizing, Eliminating</a> Pages 55, 57 <a href="#">Performance Overview</a> Page 66
102-48	Restatements of information	2023 Total Energy: 595,769MWh
102-49	Changes in reporting	No change
102-50	Reporting period	January 1, 2023 through December 31, 2023
102-51	Date of most recent report	This is Avient's 6 <sup>th</sup> sustainability report.

GRI Standard	Disclosure Title	Avient Disclosures
<b>General Disclosures</b>		
<b>Reporting Practice</b>		
102-52	Reporting cycle	At minimum, biennial
102-53	Contact point for questions regarding the report	<a href="https://www.avient.com/contact-us-now">https://www.avient.com/contact-us-now</a>
102-54	Claims of reporting in accordance with the GRI standards	This report has been prepared in accordance with the GRI Standards: Core Option
<b>Economic Topic Disclosures</b>		
<b>GRI 201: Economic</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">Performance—Performance Overview</a> Page 66
201-1	Direct economic value generated and distributed	<a href="#">Avient 2023 Annual Report—Form 10-K</a> Pages 19–20
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Avient 2023 Annual Report—Form 10-K</a> Page 9–10 <a href="#">Performance—Enterprise Risk Management</a> Page 70 <a href="#">Planet—Climate Change, Energy and Greenhouse Gas (GHG) Emissions</a> Page 53
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Avient 2023 Annual Report—Form 10-K</a> Pages 25 & 42
<b>GRI 205: Anti-Corruption</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">Performance—The Highest Ethical Standards</a> Page 68 <a href="#">Avient Code of Conduct</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Products—Supplier Collaboration</a> Page 48 <a href="#">Performance—The Highest Ethical Standards; Enterprise Risk Management</a> Pages 68, 70 <a href="#">Avient Code of Conduct</a> <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Performance—The Highest Ethical Standards</a> Page 68 <a href="#">Avient Code of Conduct</a> <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of corruption in 2023. <a href="#">Avient Code of Conduct</a> <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
<b>GRI 206: Anti-Competitive Behavior</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">Avient Code of Conduct</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions were brought against Avient for anti-competitive behavior, anti-trust, or monopoly practices in 2023.
<b>Environmental Topic Disclosures</b>		
<b>GRI 301: Materials</b>		
301-1	Materials used by weight or volume	<a href="#">About Avient—What We Do: Materials Science</a> Page 12 <a href="#">Avient 2023 Annual Report—Form 10-K</a> Page 3
301-2	Recycled input materials used	<a href="#">Products—How Our Products Enable Sustainability</a> Page 40
301-3	Reclaimed products and their packaging materials	<a href="#">Products—How Our Products Enable Sustainability</a> Page 40

GRI Standard	Disclosure Title	Avient Disclosures
<b>Environmental Topic Disclosures</b>		
<b>GRI 302: Energy</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52–53 <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
302–1	Energy consumption within the organization	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52–53 <a href="#">Metrics—Planet Data and Metrics</a> Page 76
302–2	Energy consumption outside of the organization	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52–53 <a href="#">Metrics—Planet Data and Metrics</a> Page 76
302–3	Energy intensity	<a href="#">Metrics—Planet Data and Metrics</a> Page 76 Our energy intensity evaluates all energy usage within the organization.
302–4	Reduction of energy consumption	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52–53 <a href="#">Metrics—Planet Data and Metrics</a> Page 76
302–5	Reductions in energy requirements of products and services	<a href="#">Products—How Our Products Enable Sustainability</a> Page 40 <a href="#">Metrics—Planet Data and Metrics</a> Page 76
<b>GRI 303: Water and Effluents</b>		
303–1	Interactions with water as a shared resource	<a href="#">Planet—Water Stewardship</a> Pages 60 <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
303–3	Water withdrawal	<a href="#">Planet—Water Stewardship</a> Pages 60 <a href="#">Metrics—Planet Data and Metrics</a> Page 78
<b>GRI 305: Emissions</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52, 53–54 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
305–1	Direct (Scope 1) GHG emissions	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52, 53–54 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
305–2	Energy indirect (Scope 2) GHG emissions	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52, 53–54 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
305–3	Other indirect (Scope 3) GHG emissions	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52, 53–54 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
305–4	GHG emissions intensity	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52, 53–54 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
305–5	Reduction of GHG emissions	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 52, 53–54 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
305–7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<a href="#">Planet—Conventional Air Emissions</a> Page 61 <a href="#">Metrics—Planet Data and Metrics</a> Page 77

GRI Standard	Disclosure Title	Avient Disclosures
<b>Environmental Topic Disclosures</b>		
<b>GRI 306: Waste</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Planet—Waste: All Sections</a> Pages 57-58 <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
306–1	Waste generation and significant waste-related impacts	<a href="#">Planet—Waste: All Sections</a> Pages 57-58
306–2	Management of significant waste-related impacts	<a href="#">Planet—Waste: All Sections</a> Pages 57-58
306–3	Waste generated	<a href="#">Planet—Waste: All Sections</a> Pages 57-58 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
306–4	Waste diverted from disposal	<a href="#">Planet—Waste: All Sections</a> Pages 57-58 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
306–5	Waste directed to disposal	<a href="#">Planet—Waste: All Sections</a> Pages 57-58 <a href="#">Metrics—Planet Data and Metrics</a> Page 77
<b>GRI 307: Environmental Compliance</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Products—Product Stewardship</a> Page 45 <a href="#">Planet—Protecting Our Planet</a> Page 52 <a href="#">Avient 2023 Annual Report—Form 10-K</a> Pages 6–7 <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
307–1	Non-compliance with environmental laws and regulations	<a href="#">Products—Product Stewardship</a> Page 45 <a href="#">Avient 2023 Annual Report—Form 10-K</a> Pages 6–7
<b>GRI 308: Supplier Environmental Assessment</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Products—Product Stewardship</a> Page 45 <a href="#">Avient Supplier Code of Conduct</a>
308–1	New suppliers that were screened using environmental criteria	<a href="#">Products—Product Stewardship</a> Page 45
308–2	Negative environmental impacts in the supply chain and actions taken	<a href="#">Products—Product Stewardship</a> Page 45
<b>Social Topic Disclosures</b>		
<b>GRI 401: Employment</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">People—Training and Development; Diversity &amp; Inclusion</a> Pages 23, 24
401–1	New employee hires and employee turnover	<a href="#">People—Workforce Demographics</a> Page 28 We hired 988 new associates in 2023
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">People—Associate Benefits / Awards and Recognition Program; Health and Wellness</a> Pages 27, 30
401–3	Parental leave	<a href="#">People—Health and Wellness</a> Page 30

GRI Standard	Disclosure Title	Avient Disclosures
<b>Social Topic Disclosures</b>		
<b>GRI 403: Occupational Health &amp; Safety</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 5–7 <a href="#">Avient's Human Rights Policy</a> <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
403–1	Occupational health and safety management system	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 5–7 <a href="#">People—Occupational Safety &amp; Health</a> Page 20 <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
403–2	Hazard identification, risk assessment, and incident investigation	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
403–3	Occupational health services	<a href="#">People—Occupational Safety &amp; Health</a> Page 20
403–4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
403–5	Worker training on occupational health and safety	<a href="#">People—Environmental, Health &amp; Safety</a> ; <a href="#">People—Training and Development</a> Pages 18, 23
403–6	Promotion of worker health	<a href="#">People—Occupational Safety &amp; Health</a> ; <a href="#">Health and Wellness</a> Pages 20, 30
403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Products—Product Stewardship</a> ; <a href="#">Products—Supplier Collaboration</a> Pages 45, 48 <a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 5–7 <a href="https://www.avient.com/company/sustainability/planet/environmental-stewardship">https://www.avient.com/company/sustainability/planet/environmental-stewardship</a>
403–8	Workers covered by an occupational health and safety management system	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 5–7
403–9	Work-related injuries	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 5–7 <a href="#">Metrics—Planet Data and Metrics</a> Page 76
403–10	Work-related ill health	<a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Avient 2023 Annual Report</a> —Form 10-K Pages 5–7 <a href="#">Metrics—Planet Data and Metrics</a> Page 76
<b>GRI 404: Training &amp; Education</b>		
10–1, 2 and 3	Management approach—GRI 103	<a href="#">People—Training and Development</a> Page 23
404–1	Average hours of training per year per employee	<a href="#">People—Training and Development</a> ; <a href="#">Career Training and Performance Feedback</a> Pages 23, 31 In 2023, associates received 197,471 hours of training through a variety of delivery methods. Some associates receive additional training based on their role, such as Lean Six Sigma, Customer Centric Selling, and Core Leadership.
404–2	Programs for upgrading employee skills and transition assistance programs	<a href="#">People—Career Training and Performance Feedback</a> Page 31
404–3	Percentage of employees receiving regular performance and career development reviews	<a href="#">People—Career Training and Performance Feedback</a> Page 31

GRI Standard	Disclosure Title	Avient Disclosures
<b>Social Topic Disclosures</b>		
<b>GRI 405: Diversity and Equal Opportunity</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">People—Diversity and Inclusion</a> ; Page 24
405–1	Diversity of governance bodies and employees	<a href="#">People—Diversity and Inclusion</a> ; <a href="#">Workforce Demographics</a> Pages 24, 28
<b>GRI 406: Non-discrimination</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">People—Diversity and Inclusion</a> ; Pages 24
406–1	Incidents of discrimination and corrective actions taken	<a href="#">People—Training and Development</a> ; <a href="#">People—Diversity and Inclusion</a> Pages 23, 24 As outlined in our Code of Conduct, Avient has no tolerance for discrimination or harassment of any kind based on racial, religious, sexual or ethnic differences or on any other legally protected characteristics. Allegations of discrimination or harassment are promptly investigated, and appropriate corrective action is taken for any violations of this ethical standard.
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Product—Supplier Collaboration</a> Page 48 <a href="#">Avient's Human Rights Policy</a> Page 29 <a href="#">Avient Supplier Code of Conduct</a>
407–1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Product—Supplier Collaboration</a> Page 48 To our knowledge, Avient's operations are compliant with all statutory requirements relating to the right to freedom of association and collective bargaining. Suppliers are expected to comply with our Supplier Code of Conduct.
<b>GRI 408: Child Labor</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Product—Supplier Collaboration</a> Page 48 <a href="#">Avient's Human Rights Policy</a> Page 29 <a href="#">Avient Supplier Code of Conduct</a>
408–1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Product—Supplier Collaboration</a> Page 48 To our knowledge, Avient's operations do not have a significant risk of child labor. Suppliers are expected to comply with our Supplier Code of Conduct.
<b>GRI 409: Forced or Compulsory Labor</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Product—Supplier Collaboration</a> Page 48 <a href="#">Avient's Human Rights Policy</a> Page 29 <a href="#">Avient Supplier Code of Conduct</a>
409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Product—Supplier Collaboration</a> Page 48 To our knowledge, Avient's operations do not have a significant risk of incidents of forced or compulsory labor. Suppliers are expected to comply with our Supplier Code of Conduct.
<b>GRI 412: Human Rights Assessment</b>		
412–2	Employee training on human rights policies or procedures	<a href="#">Performance—The Highest Ethical Standards</a> Page 68
<b>GRI 413: Local Communities</b>		
413–1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Planet—Community Service &amp; Charitable Contributions</a> Page 63
413–2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Planet—Community Service &amp; Charitable Contributions</a> Page 63 To our knowledge, Avient's operations do not have a[n] significant actual or potential negative impact on local communities.

GRI Standard	Disclosure Title	Avient Disclosures
<b>Social Topic Disclosures</b>		
<b>GRI 414: Social Supplier Assessment</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Product—Supplier Collaboration</a> Page 48 <a href="#">Avient Supplier Code of Conduct</a>
414–1	New suppliers that were screened using social criteria	<a href="#">Product—Supplier Collaboration</a> Page 48
414–2	Negative social impacts in the supply chain and actions taken	<a href="#">Product—Supplier Collaboration</a> Page 48
<b>GRI 415: Public Policy</b>		
415–1	Political contributions	<a href="#">Planet—Political Contributions</a> Page 63
<b>GRI 416: Customer Health and Safety</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Products—Product Stewardship</a> Page 45
416–1	Assessment of the health and safety impacts of product and service categories	<a href="#">Products—Product Stewardship</a> Page 45
416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Products—Product Stewardship</a> Page 45
<b>GRI 417: Marketing and Labeling</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">Products—Product Stewardship</a> Page 45
417–1	Requirements for product and service information and labeling	<a href="#">Products—Product Stewardship</a> Page 45
417–2	Incidents of non-compliance concerning product and service information and labeling	<a href="#">Products—Product Stewardship</a> Page 45
417–3	Incidents of non-compliance concerning marketing communications	<a href="#">Products—Product Stewardship</a> Page 45
<b>GRI 418: Customer Privacy</b>		
103–1, 2 and 3	Management approach—GRI 103	<a href="#">People—Security</a> Page 22
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been zero substantiated complaints concerning breaches of customer privacy and losses of customer data for this reporting period.
<b>GRI 419: Socio Economic Compliance</b>		
419–1	Non-compliance with laws and regulations in the social and economic area	To our knowledge, Avient is in material compliance with all applicable laws and regulations in the social and economic areas. <a href="#">Avient 2023 Annual Report</a>

## Sustainability Accounting Standards Board (SASB) Chemicals Standard Index

Accounting or Activity Metric	Code	Avient Disclosures
<b>Greenhouse Gas Emissions</b>		
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Scope 1: 33,384 MT CO <sub>2</sub> e <a href="#">Metrics—Planet Metrics</a> Page 77
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	By 2030, Avient will reduce Scope 1 & 2 greenhouse gas (GHG) emissions by 55% with 2019 as a baseline and achieve operational carbon neutrality by 2050. <a href="#">2030 Sustainability Goals</a> <a href="#">Planet—Climate Change, Energy and Greenhouse Gas (GHG) Emissions</a> Page 53
<b>Air Quality</b>		
Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	1. NOx: 13.40 MT 2. SOx: 0.43 MT 3. VOCs: 669.99 MT 4. HAPs: 6.77 MT <a href="#">Metrics—Planet Metrics</a> Page 77
<b>Energy Management</b>		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	1. Total energy: 2,144,770 GJ 2. % Grid electricity: 77.53% 3. % renewable electricity: 62% 4. Total self-generated: 4,364 GJ <a href="#">Metrics—Planet Metrics</a> Page 76
<b>Water Management</b>		
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	1. Total water withdrawn: 1,599 thousand m3 2. Percentage of total water withdrawn and consumed from regions of high water stress: 36% <a href="#">Metrics—Planet Metrics</a> Page 78
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Total Water-Related Number of Violations: 3 <a href="#">Metrics—Planet Metrics</a> Page 78
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	While water management is a critical and highly-influential topic in some industrial sectors, Avient's operations are not water intensive. Normal manufacturing processes are "dry" and water use is limited to sanitary applications and process cooling, with closed loop recycling processes cooling dominating. Further, the vast majority of Avient sites are generally comparably smaller scale and located in urban or suburban areas. As such, we manage both water and biodiversity responsibly, and in accordance with applicable laws, but these topics do not reach the threshold of materiality compared with other operational areas. <a href="#">Planet—Water Stewardship</a> Page 60
<b>Hazardous Waste Management</b>		
Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	Total Hazardous Waste: 3,173 MT Total Hazardous Waste Recycled: 61.06%

Accounting or Activity Metric	Code	Avient Disclosures
<b>Community Relations</b>		
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Our internal team of business and functional leaders and their teams at all levels of the organization assess and identify key topics for our stakeholders on an ongoing basis to ensure our channels of engagement support ongoing collaboration. More specifically, we engage with local communities to address identified topics, including sustainability, emergency preparedness, safety and environmental protection, and employment opportunities. To ensure a positive relationship, we engage in a number of different ways, such as site management touchpoints with community leaders, employee community service, and chambers of commerce and other similar memberships. Our process includes a focus on equal opportunity and respect for all people regardless of religious beliefs, age, race, gender, or sexual orientation, as fully explained in Avient's Code of Conduct and its Human Rights Policy. This also includes being a passionate steward of our natural resources for the long-term health and vitality of our planet. Through continuous collaboration with local communities, we manage the risks and opportunities associated in the areas where we conduct business.
<b>Workforce Health &amp; Safety</b>		
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	1. TRIR for Direct Employees: 0.58 2. TRIR for Contractors: 2.00 3. Fatality rate for contractors and direct employees is both 0.00 <a href="#">Metrics—People Metrics</a> Page 76
Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Avient's EH&S Management System (EH&S MS) is managed by its Corporate Environmental, Health, Safety and Product Stewardship Department, and degreed technical experts employed in all regions and businesses. Avient's Vice President of EH&S and SVP of Global Operations and Process Improvement are responsible for reporting to the EH&S Committee of the Board of Directors. The foundation of our Management Approach to EH&S is rooted in ACC Responsible Care®. We established a comprehensive EH&S MS to systemically identify and address any risks. Avient's EH&S MS is externally certified and based on the American Chemistry Council's Responsible Care Management System (RCMS) Standard, which incorporates the principle of continuous improvement. It applies to all Avient sites and our contractors globally. <a href="#">People—Environmental, Health &amp; Safety</a> Page 18
<b>Product Design for Use-phase Efficiency</b>		
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	\$1,135 million <a href="#">Performance—Sustainable Solutions Performance</a> Page 67
<b>Safety &amp; Environmental Stewardship of Chemicals</b>		
(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	1. <5% of 2023 revenue were from products classified as GHS category 1 or 2 2. The majority of our products are not labeled or transported as hazardous materials. Despite this, we are committed to the process and have completed 40% of prioritized risk assessments. <a href="#">Products—Product Stewardship</a> Page 45

Accounting or Activity Metric	Code	Avient Disclosures
<b>Safety &amp; Environmental Stewardship of Chemicals</b>		
Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	<p>The current and future focus is on continued Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) assessments, reclassifications and communication on the safe use and handling of these substances. Many other countries are following suit on the EU REACH chemicals regulation or a similar framework. We continuously monitor similar global emerging regulations and the impact to our product portfolio.</p> <p>We continue to update Poison Center notifications associated with our European portfolio and monitor risk assessments associated with the U.S. Environmental Protection Agency's (EPA) Toxic Substance Control Act (TSCA) inventory reset rule. We continue to actively monitor the developing regulatory activities at state, national and global levels with respect to per and poly-fluoroalkyl substances (PFAS). PFAS covers thousands of different substances and definitions of PFAS differ across organizations, states, and countries. Under the broad definition, PFAS includes fluoropolymers which are large, stable, inert polymeric molecules. Polymeric, high molecular weight fluoropolymers are too large to cross biological membranes. They are not water soluble and are therefore not found in drinking water. Avient does currently use a small amount of fluoropolymers and PFAS containing additives as raw materials which represent less than 3% of our global product portfolio. Avient does not use PFOA or PFOS in its product formulations.</p> <p><a href="#">Products—Global Chemical Management</a> Page 47  <a href="#">Global Chemical Management Policy</a>  <a href="#">Products—Product Stewardship, Strategy</a> Page 45</p>
<b>Genetically Modified Organisms</b>		
Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	This metric was omitted due to lack of applicability.
<b>Management of the Legal &amp; Regulatory Environment</b>		
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	<p>Avient does not fund political parties or members of government. In the United States, employees at Avient have made use of their right to establish a Political Action Committee (PAC), which is a voluntary, federally registered employee association that collects contributions for political purposes and decides how those funds are used, in accordance with U.S. law.</p> <p><a href="#">Performance—The Highest Ethical Standards; Ethics Hotline; Enterprise Risk Management</a> Pages 68, 69, 70  <a href="#">Avient 2023 Annual Report</a>—Form 10-K Pages 8–15</p>
<b>Operational Safety, Emergency Preparedness &amp; Response</b>		
Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	<p>1. PSIC: 0  2. PSTIR: 0.00  3. PSISR: 0.00</p> <p><a href="#">Metrics—People Metrics</a> Page 75</p>
Number of transport incidents	RT-CH-540a.2	<p>Number of Transport Incidents: 0</p> <p><a href="#">Metrics—People Metrics</a> Page 75</p>
<b>Activity Metric</b>		
Production by reportable segment	RT-CH-000.A	<p><a href="#">About Us—Revenue by Geography and End Market</a> Page 13</p> <p>Geography: 41% US/Canada, 36% EMEA, 18% Asia, 5% Latin America  End Market: 19% Consumer, 23% Packaging, 7% Healthcare, 16% Industrial, 10% Transportation, 9% Building and Construction, 4% Telecommunications, 5% Energy, 7% Defense</p> <p>Part of this metric was omitted due to lack of availability (production, in units, per reportable segment).</p>

## Task Force on Climate-related Financial Disclosures (TCFD) Index

Recommended Disclosure	Avient Disclosures
<b>Governance</b>	
Describe the board's oversight of climate-related risks and opportunities	<a href="#">Message from the Governance and Corporate Responsibility Committee</a> Page 4 <a href="#">Planet—Climate Change</a> Page 53 <a href="#">Avient 2023 Proxy Statement</a> Pages 30–31, 34 <a href="#">CDP Climate Change Response</a> —C1.1b
Describe management's role in assessing and managing climate-related risks and opportunities	<a href="#">Message from Avient's VP of Sustainability</a> Page 16 <a href="#">People—Environmental, Health &amp; Safety</a> Page 18 <a href="#">Planet—Climate Change</a> Page 53 <a href="#">CDP Climate Change Response</a> —C1.2, C1.2a
<b>Strategy</b>	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<a href="#">CDP Climate Change Response</a> —C2.1, C2.2C, C2.3a, C2.4a
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	<a href="#">CDP Climate Change Response</a> —C2.5, C2.6
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<a href="#">CDP Climate Change Response</a> —C3.1a, C3.1g
<b>Risk Management</b>	
Describe the organization's processes for identifying and assessing climate-related risks	<a href="#">Planet—Climate Change</a> Page 53 <a href="#">CDP Climate Change Response</a> —C2.2, C2.2a, C2.2b
Describe the organization's processes for managing climate-related risks	<a href="#">Planet—Climate Change</a> Page 53 <a href="#">CDP Climate Change Response</a> —C2.2, C2.2d
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<a href="#">Planet—Climate Change</a> Page 53 <a href="#">CDP Climate Change Response</a> —C2.2, C3.1c
<b>Metrics &amp; Targets</b>	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<a href="#">Planet—Climate Change</a> Page 53 <a href="#">CDP Climate Change Response</a> —C6.1, C6.2, C6.3, C6.5
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	<a href="#">Metrics—Planet Data and Metrics</a> Page 77 <a href="#">Planet—Climate Change</a> Page 53 <a href="#">CDP Climate Change Response</a> —C6.1, C6.2, C6.3, C6.5
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<a href="#">Metrics—Planet Data and Metrics</a> Page 77 <a href="#">2030 Sustainability Goals</a> Page 7 <a href="#">CDP Climate Change Response</a> —C4

# TCFD Climate Scenario Risks & Opportunities Matrix

The following summarizes Avient's TCFD climate-related risks and opportunities, analyzed across multiple International Energy Agency (IEA) scenarios.\*

		POTENTIAL IMPACT ON BUSINESS							POTENTIAL FINANCIAL IMPACTS				POTENTIAL OPPORTUNITIES				
CLIMATE-RELATED IMPACTS		Time Horizon	Inability to remain competitive	Regulatory operations curtailment	Reduced production capacity	Increased operating costs	Reputational damage	Reduced demand for products	Fines/other regulatory impacts	Revenue	Expenditures	Assets	Capital costs	More efficient production processes	Emergence of new technologies	Increased market share	
TRANSITION	POLICY AND LEGAL																
	Risk of regulatory change (carbon pricing)	S/M/L				✓			✓		✓		✓		✓	✓	
	ENERGY TECHNOLOGY																
	Risk of energy disruption	M				✓				✓	✓	✓	✓				
	Opportunity to reduce resource consumption	S/M/L									✓		✓	✓	✓		
	Opportunity for new technology to enable use of sustainable feedstocks	M								✓			✓	✓	✓	✓	
	MARKET																
	Risk of decreased availability of raw materials	M	✓		✓	✓				✓	✓						
	Risk of product alternatives	M	✓				✓	✓		✓							
	Opportunity for products with low environmental impact	S/M/L								✓			✓	✓	✓	✓	
	REPUTATION																
	Risk of perceived inadequacy of climate action	M/L					✓	✓		✓							
PHYSICAL	ACUTE																
	Risk of extreme temperatures	S/M/L		✓	✓	✓				✓	✓						
	Risk of hurricanes/wind	S/M/L			✓					✓	✓	✓	✓				
	Risk of flooding	S/M/L			✓					✓	✓	✓	✓				
	CHRONIC																
	Risk of drought	S/M/L		✓		✓											

**S** Short: 0–5 years

**M** Medium: 5–15 years

**L** Long: 15–30 years

\*For full disclosure of the results as aligned with TCFD guidance, refer to [CDP Climate Change Report](#).

# Reconciliation of Non-GAAP Financial Measures (Unaudited)

(Dollars in millions, except for per share data)

Below is a reconciliation of non-GAAP financial measures to their most directly comparable financial measures calculated and presented in accordance with GAAP. Financial information referenced here is provided to aid in reconciling back to the most comparable GAAP figures.

Reconciliation to EBITDA and Adjusted EBITDA:	Year Ended December 31,		
	2006	2014	2023
Sales	\$ 2,622.4	\$ 3,835.5	\$ 3,142.8
Net income from continuing operations – GAAP	\$ 133.5	\$ 77.2	\$ 76.3
Income tax expense	29.7	11.2	11.0
Interest expense, net	63.1	62.2	115.3
Depreciation and amortization from continuing operations	57.1	123.9	188.8
EBITDA from continuing operations	283.4	274.5	391.4
Special items, before tax	(34.0)	164.9	114.6
Interest expense included in special items	—	—	(2.3)
Depreciation and amortization included in special items	—	(23.1)	(1.9)
JV - equity income	(107.0)	—	—
Adjusted EBITDA	\$ 142.4	\$ 416.3	\$ 501.8
Adjusted EBITDA as a percent of sales	5.4 %	10.9 %	16.0 %



## 2023 Sustainability Report

# Challenge Accepted.

This report contains forward-looking statements. Forward-looking statements will give current expectations or forecasts of future events and are not guarantees of future performance. They are based on management's expectation and involve a number of business risks and uncertainties, any of which could cause actual results to differ materially from those expressed in, or implied by, the forward-looking statement. Some of these risks and uncertainties can be found in the company's filings with the Securities and Exchange Commission. While Avient believes all information in this report is accurate, such information is made without any warranty or guarantee and shall establish no legal duty on the part of Avient, its subsidiaries and affiliates. Sustainability metrics represent 2023 data or 12-month approximate values based on available data from reporting facilities and are often made in reliance on third-party supplier information.

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