



# Sustainability for a Better Tomorrow 2022

SUSTAINABILITY REPORT





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## On Our Cover

This breathtaking photo of Yosemite National Park, California, USA; was submitted by Penny Chou, Senior Representative, Customer Service. **Click to see more from our Earth Day 2022 Photo Contest** 

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# 2022

## Message from the CEO

### Creating A World-Class, Sustainable Organization

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Each year we publish a new Sustainability Report to offer our stakeholders a comprehensive look at our company, details of our environmental, social and governance (ESG) initiatives, and our progress toward our [2030 Sustainability Goals](#).

Our success each year is underpinned by our 9,000+ incredible associates around the world and their many contributions to Avient's four cornerstones of sustainability: People, Products, Planet and Performance. We are advancing sustainability through multiple levers, acting in concert, to make for a better tomorrow.

We are committed to safety, diversity and inclusion, equality and human rights. We demonstrate responsibility in all of our communities and run disciplined, efficient operations that protect the environmental health of our planet. Yet it is our product portfolio that truly differentiates us. The materials we produce are directly contributing to a more circular economy and making a positive difference in the lives of others. There are [eight primary ways](#) we proudly accomplish this through material science.

In this report you will also read how we view our role as a certified Great Place to Work® for our associates and a responsible corporate citizen. As we have performed and improved in sustainability, external stakeholders are recognizing our efforts. Our scores from ratings firms are continually improving ([see page 6](#)), and we continue to receive distinguished recognitions, including Newsweek's Most Responsible Companies, Barron's Most Sustainable Companies, and The Wall Street Journal's 250 Best Managed Companies.

The data, information and transparency offered herein further provide our many stakeholders with insights into how we are performing related to today's most pressing issues and exciting opportunities. But perhaps more importantly, you will get a deep perspective of who we are and what we value...as Avient.

Thank you for your interest in learning more. On behalf of our global associates, we are proud to be serving in a crucial role that will continue to create a more sustainable world for many generations to come.

#### **Robert M. Patterson**

Chairman, President and Chief Executive Officer

***Meeting the needs of the present without compromising the ability of future generations to do the same.***

# 2022

## 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 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 [Position on Human Rights](#). 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. Our [Corporate Governance Guidelines](#) and our Committee charter furthers our commitment to maintain diversity at the highest levels of our company. In terms of background, expertise, demographics, and perspectives, Avient's Board and leadership team are more diverse than ever before.

There are many aspects to sustainability, and they are integrated into Avient's strategy and [2030 Sustainability Goals](#). These goals were instituted three 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. Through increased transparency and accountability, 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.

 <p><b>PEOPLE</b></p> <p>People are essential to Avient's sustainability strategy, and we invest accordingly in our associates and within our communities.</p>	 <p><b>PRODUCTS</b></p> <p>Our ability to enable our customers' sustainability goals through material science and design expertise is a key differentiator for our company.</p>	 <p><b>PLANET</b></p> <p>Climate change continues to be one of the defining issues of our time, and at Avient, we are dedicated to do our part.</p>	 <p><b>PERFORMANCE</b></p> <p>Ultimately, our performance must drive growth as a truly world-class, sustainable organization, achieving the right results, the right way.</p>
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## As Product Sustainability Needs Increase, Avient Grows

OEMs of countless product categories are being challenged to address climate change and plastic waste, two critical challenges of our time. As a provider of sustainable materials, the market demand for Avient solutions continues to increase. We are in a unique and favorable position in that as the need for sustainability improvements to products increase, Avient grows as a result. In fact, our Sustainable Solutions materials portfolio has grown at a 11% CAGR since 2016 and now make up approximately one-third of our total portfolio ([see page 76](#)).

# 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.

## ESG Ratings Performance (as of 12/31/22)

ESG Ratings Performance (as of 12/31/22)

**Rated** Morningstar SUSTAINALYTICS **21<sup>st</sup>** PERCENTILE in Specialty Chemicals

**MSCI ESG RATINGS** **A**

CCC B BB BBB **A** AA AAA

**ISS ESG** Quality Score

ENVIRONMENTAL	3
SOCIAL	1
GOVERNANCE	4

**SILVER** 2022 **ecovadis** Sustainability Rating

**CDP** Avient CDP Score: **B**

## ESG Awards and Certifications

**Great Place To Work** Certified DEC 2022-DEC 2023 USA

**RESPONSIBLE CARE** OUR COMMITMENT TO SUSTAINABILITY

**Newsweek** AMERICA'S MOST RESPONSIBLE COMPANIES 2023 statista

**BARRON'S** 100 Most Sustainable Companies 2023

**WSJ MANAGEMENT TOP 250** AS RANKED BY DRUCKER INSTITUTE

**BEST** PLACES TO WORK 2022 for LGBTQ+ Equality 100% CORPORATE EQUALITY INDEX

**USA TODAY** AMERICA'S CLIMATE LEADERS 2023 statista

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# 2030 Sustainability Goals and Current Progress

## Avient was proud to announce our 2030 Sustainability Goals

three years ago to share our commitment to drive sustainability for all of our stakeholders. We assembled internal Sustainability teams to drive initiatives and workstreams to meet these targets, and we remain committed to aggressively pursuing their attainment through internal rigor, investment and innovation. In 2022, we updated our Greenhouse Gas Emissions and Waste to Landfill goals. Our Greenhouse Gas Emissions goal is now 55%. For Waste to Landfill, we have revised the goal to a 3% annual reduction of waste to landfill intensity. Learn more about our approaches to accomplishing these commitments throughout this report.

[LEARN MORE](#)

Visit Our Sustainability Site for More Information



35% in 2022

ON TRACK

Energy efficiency projects drove 8,800 MWh in savings

55%

### Greenhouse Gas Emissions

Reduction in Scope 1 & 2 emissions vs. 2019



6% in 2022

ON TRACK

41 “landfill free” sites

3%

### Waste to Landfill

Annual reduction in waste to landfill intensity



53% in 2022

ON TRACK

Installation of on-site systems, virtual power purchase agreements

60%

### Renewable Energy

Source electricity from renewable sources



60% in 2022

ON TRACK

Utilized EcoVadis to facilitate assessments

90%

### Suppliers Assessed

Assess supplier spend for alignment with our Sustainability objectives



92% in 2022

ON TRACK

Launched solutions & services to enable circular economy

100%

### Recyclable/Reusable Packaging

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



11% 2016–2022

ON TRACK

Delivered 11% CAGR (2016–2022)

8-12%

### Sustainable Solutions Revenue

Annual growth (CAGR)



As a founding member of the [Alliance to End Plastic Waste](#), Avient will collaborate to develop and implement solutions to end plastic waste with over 70 members across the value chain. The Alliance will invest \$1.5 billion over five years in innovation, infrastructure, education and clean-up.

#### 2022 Update:

The Alliance is executing on more than 50 projects in 30 countries, and diverted more than 33,000 tons of plastic waste away from the environment and recycled more than 20,000 tons.\*

\*<https://endplasticwaste.org/>

# 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 material 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](#)

Visit Our Sustainability Site for More Information





# 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, material 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, diversity & inclusion, business and individual performance, engagement action plans, policy and organizational information, career development and training, benefits and compensation
<b>Potential Employees</b>	College campus recruitment, social media, <a href="#">Avient Careers webpage</a> , job fairs, employee referrals, job interviews	Sustainability, Avient Core Values, diversity & inclusion, business performance, community involvement, career development, 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>Industry Associations</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 peoples.

# Historic Transformation, Inspired 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 driven by our [four-pillar strategy](#) of Specialization, Globalization, Commercial Excellence, and Operational Excellence.

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 transformational 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 dramatically advanced our specialty journey and expanded our materials offering with two transformational portfolio moves. We completed the acquisition of the protective materials business of DSM, including the Dyneema® brand, the World's Strongest Fiber™. Also, we divested our Distribution business to an affiliate of H.I.G. Capital.

Today, we are a leading formulator of specialized and sustainable material 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.

Headquartered in Avon Lake, Ohio, Avient employs approximately 9,700 people at manufacturing sites and technical labs in North America, South America, Europe, the Middle East, Asia, and Africa.





# Avient Protective Materials

On September 1, 2022, we completed the purchase of the protective materials business of DSM (including the Dyneema® brand), now called Avient Protective Materials. The foundation of Avient Protective Materials (APM) is the renowned technology and globally admired brand of Dyneema®, the World's Strongest Fiber™.

This ultra-lightweight specialty fiber, 15 times stronger than steel, is used in demanding applications, such as personal protection, marine and sustainable infrastructure, renewable energy, industrial safety, and outdoor sports. The business includes six production facilities, four R&D centers, and approximately 1,000 employees worldwide.

*“We protect people and the environment they live in”*

With the addition of Avient Protective Materials, we have:

- Expanded our composites and specialty engineered fibers portfolio
- Increased our presence in Defense, Energy, Consumer and Industrial markets
- Added to our sustainable solutions portfolio from protective materials to marine infrastructure applications, including the first ever bio-based ultra-high molecular weight polyethylene fiber

From responsible manufacturing practices to innovative sustainable solutions, the addition of Avient Protective Materials not only advances our specialty portfolio, it also complements Avient's approach to sustainability.



# Who We Are

Avient Corporation (NYSE: AVNT), with 2022 pro forma revenues of \$3.7 billion, provides specialized and sustainable material solutions that transform customer challenges into opportunities, bringing new products to life for a better world. As of December 31, 2022, Avient employed approximately 9,700 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 material solutions that transform customer challenges into opportunities, bringing new products to life for a better world.

## Our Strategy

### SPECIALIZATION

Differentiates us through unique value-creating offerings to our customers.

### COMMERCIAL EXCELLENCE

Governs our activities in the marketplace to deliver extraordinary value to our customers.

### GLOBALIZATION

Positions us to serve our customers consistently, everywhere in the world.

### OPERATIONAL EXCELLENCE

Empowers us to respond to the voice of the customer with relentless continuous improvement.

## Our Values

### 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.

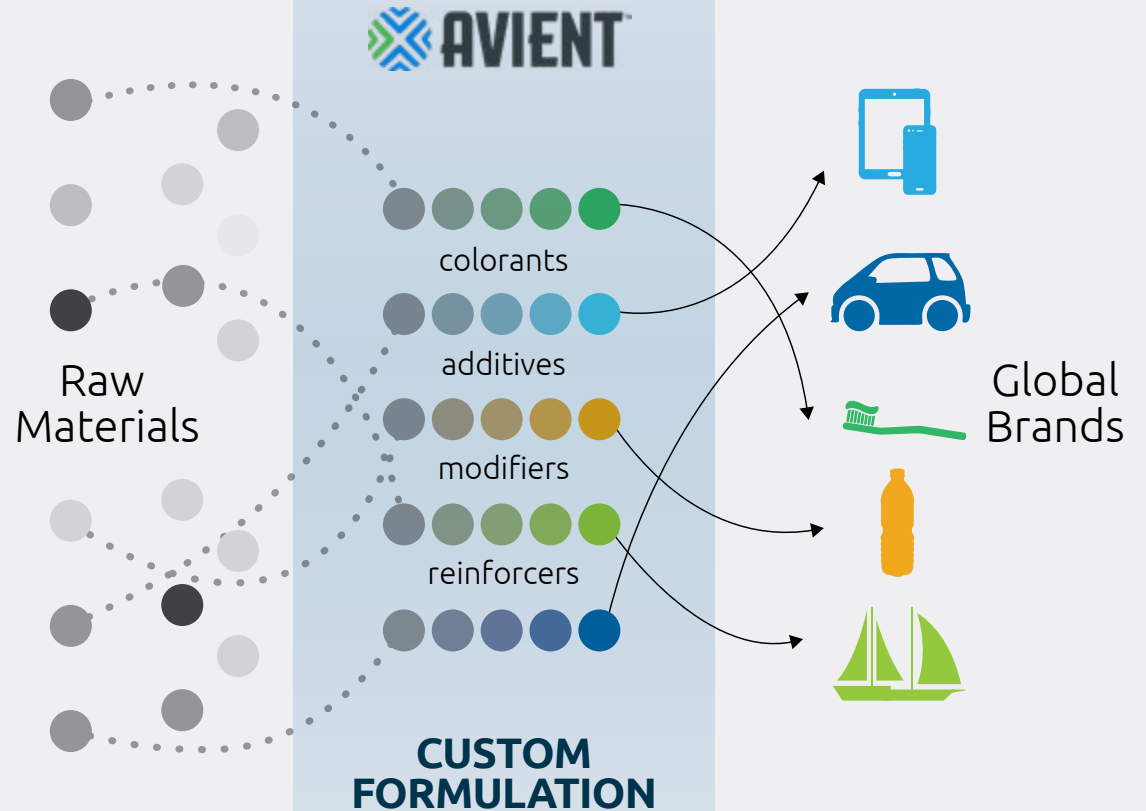
# What We Do: Material Science

Avient's vision is to create specialized and sustainable material 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 only 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 formulation expertise supports material science 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 reach their sustainability goals.

We have identified eight ways that we enable our customers to solve complex sustainability challenges and have organized our portfolio accordingly, from enabling the use of more recycled content, formulating with biopolymers, sustainable infrastructure, human health & safety, lightweighting, reducing volatile organic compounds, reducing energy usage and offering eco-conscious solutions. Avient is committed to meeting the needs of the present without compromising future generations' ability to do the same. Together, it is our job to help protect the earth's resources.

We sell our solutions to Brand Owners/OEMs, processors and assemblers to enable their sustainability goals in applications like automotive, building and construction, consumer goods, electronic and electrical, healthcare, packaging, textiles, transportation, and wire and cable.





# Revenue by Geography and End Market

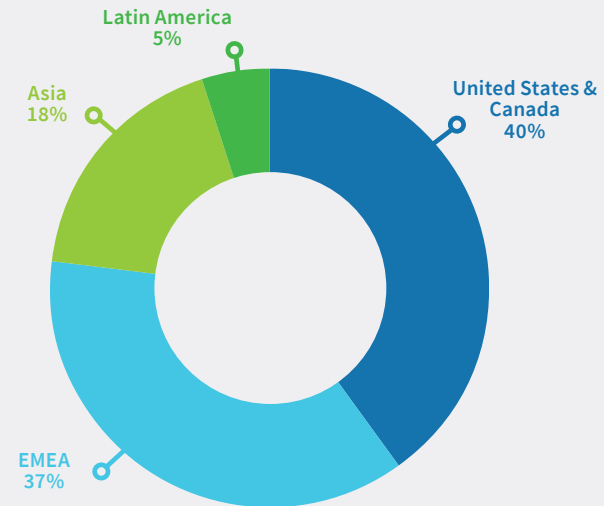
The importance of sustainability is not limited by geography or end market. More innovative product designs, through continual improvement and global customer pull, provide Avient a unique opportunity to help.

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.

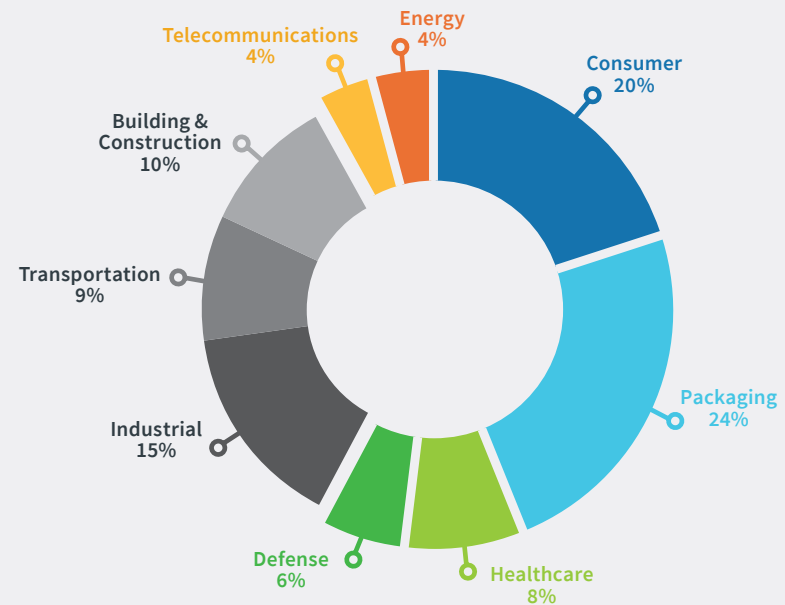
From healthcare to transportation to packaging, and everything in between, we help our customers meet their product design and sustainability goals.

In the revenue by end market chart on the right, you can see the preponderance now heavily focuses on less cyclical, more resilient end markets.

Revenue by Geography 2022\*



Revenue by End Market 2022\*



\*Pro Forma for the acquisition of APM and the divestiture of Distribution

# 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 minimizes 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. Vonore, Tennessee	44. Lahnstein, Germany	65. Jeddah, Saudi Arabia	1. Birmingham, Alabama	22. Leek, United Kingdom
2. Phoenix, Arizona	23. Winchester, Virginia	45. Guatemala City, Guatemala	66. Riyadh, Saudi Arabia	2. Mesa, Arizona	Shanghai, China <sup>(b)</sup>
3. Bethel, Connecticut	24. Lomas de Zamora, Argentina	46. Gyor, Hungary	67. Yanbu, Saudi Arabia	3. Englewood, Colorado	Stanley, North Carolina <sup>(b)</sup>
4. Dalton, Georgia	25. Assesse, Belgium	47. Kalol, India	68. Jurong, Singapore	4. Montrose, Colorado	Singapore, Singapore <sup>(b)</sup>
5. Kennesaw, Georgia	26. Louvain-La-Nueve, Belgium	48. Pune, India	69. Randburg, South Africa	5. North Haven, Connecticut	Pune, India <sup>(a)</sup>
6. Elk Grove Village, Illinois	27. Itupeva, Brazil	49. Rania, India	70. Alicante, Spain	6. McHenry, Illinois	Pamplona, Spain <sup>(a)</sup>
7. West Chicago, Illinois	28. Suzano, Brazil	50. Vashere, India	71. Barcelona, Spain	7. Winona, Minnesota	
8. La Porte, Indiana	29. Toronto, Canada	51. Tangerang, Indonesia	72. Pamplona, Spain	8. Greenville, North Carolina	
9. Lewiston, Maine	30. Maipu, Chile	52. Naas, Ireland	73. Sant Andreu, Spain	9. Hickory, North Carolina	
10. Holden, Massachusetts	31. Chuzhou, China	53. Lomagna, Italy	74. Malmoe, Sweden	10. Avon Lake, Ohio	
11. Albion, Michigan	32. Guangzhou, China	54. Merate, Italy	75. Taoyuan, Taiwan	11. Hatfield, Pennsylvania	
12. Minneapolis, Minnesota	33. Pudong, China	55. Pogliano, Italy	76. Bangkok, Thailand	12. Changzhou, China	
13. St. Louis, Missouri	34. & 35. Shanghai, China <sup>(c)</sup>	56. Butterworth, Malaysia	77. Phan Thong, Thailand	13. Shenzhen, China	
14. Lockport, New York	36. Suzhou, China	57. Santa Clara, Mexico	78. Gazientep, Türkiye	14. Suzhou, China	
15. Mooresville, North Carolina	37. Tianjin, China	58. Toluca, Mexico	79. Gebze, Türkiye	15. Gaggenau, Germany	
16. Berea, Ohio	38. Cota, Colombia	59. Auckland, New Zealand	80. Barnsley, United Kingdom	16. Melle, Germany	
17. Massillon, Ohio	39. Aland, Finland	60. Karachi, Pakistan	81. Knowsley, United Kingdom	17. Drachten, Netherlands	
18. North Baltimore, Ohio	40. Cergy, France	61. Lahore, Pakistan	82. Thuan An, Vietnam	18. Green, Netherlands	
19. Norwalk, Ohio	41. Tossiat, France	62. Lima, Peru		19. Heerlen-Beitel, Netherlands	
20. Lehigh Valley, Pennsylvania	42. Ahrensburg, Germany	63. Konstantynow, Poland		20. Barbastro, Spain	
21. Mountain Top, Pennsylvania	43. Diez, Germany	64. Kutno, Poland		21. Istanbul, Türkiye	

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

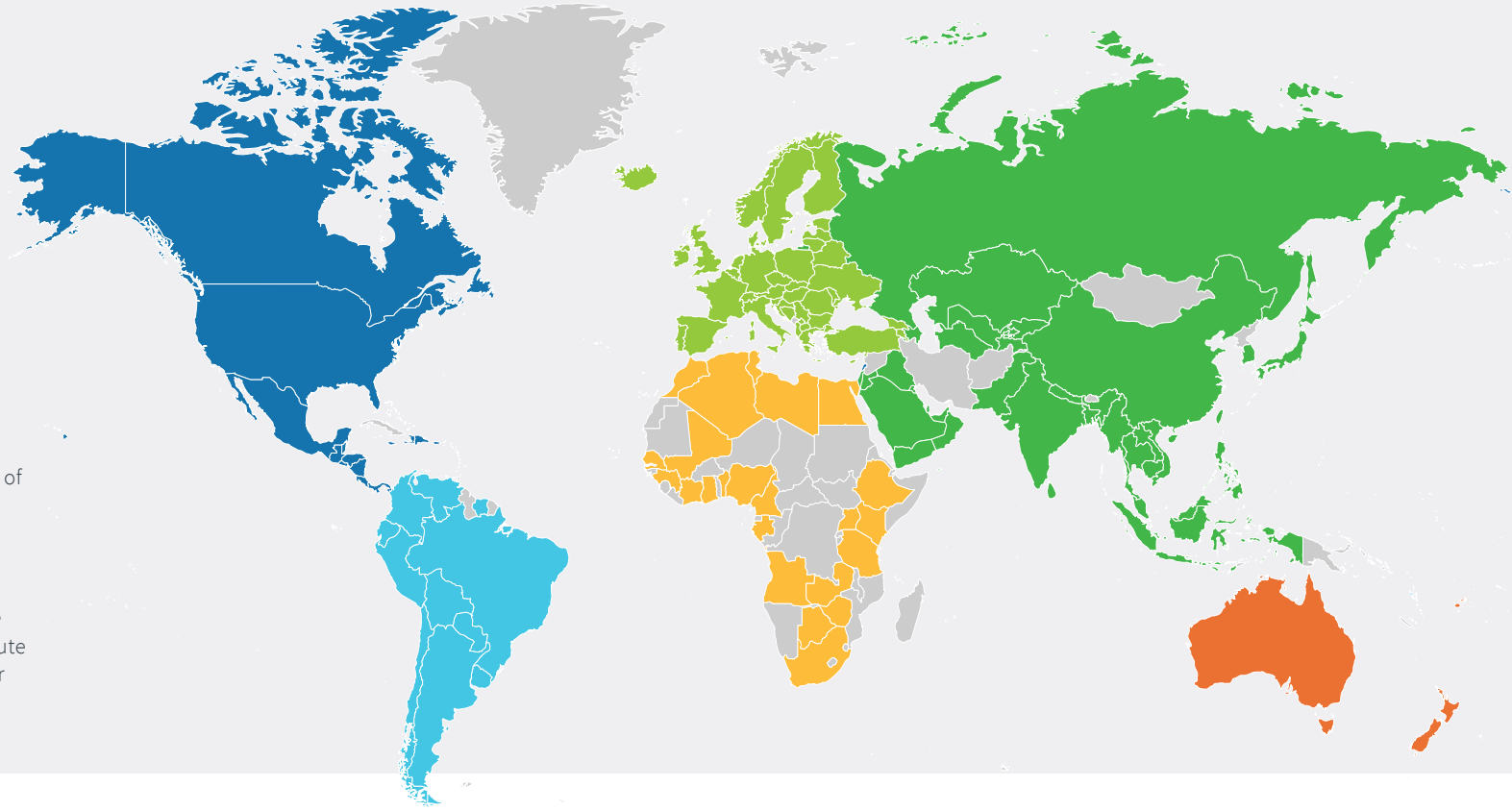
<sup>(b)</sup> Facility is not included in manufacturing plants total as it is a design center/lab.

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

# Communities and Customers Counting on Avient

Avient supported customer operations in over 140 countries around the world in 2022, as we supply our specialty materials that bring customers' products to life. Our broad, worldwide reach is a tremendous testament to the execution of the Globalization pillar of our proven strategy.

Just as our customers count on us for on-time, high quality products and services, the communities in which we operate count on 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

- 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
- Suriname
- Uruguay
- Venezuela



## Europe

- Aland Islands
- Albania
- Armenia
- Austria
- Belarus
- Belgium
- Bosnia Herzegovina
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Georgia
- Germany
- Portugal
- Hungary
- Iceland
- Ireland
- Italy
- Kosovo
- 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
- Türkiye
- Turkmenistan
- United Arab Emir.
- Uzbekistan
- Vietnam
- Yemen



## Africa

- Algeria
- Angola
- Benin
- Botswana
- Cameroon
- Egypt
- Ethiopia
- Gabon
- Ghana
- Guinea
- Ivory Coast
- Kenya
- Libya
- Mali
- Mauritius
- Morocco
- Nigeria
- Senegal
- South Africa
- Tanzania
- Tunisia
- Uganda
- Zambia
- Zimbabwe



## Australia/ Oceania

- Australia
- Fiji
- French Polynesia
- Martinique
- New Caledonia
- New Zealand



# Message from Avient's VP of Sustainability



At Avient, sustainability is an integral part of who we are as a company. [Our sustainability strategy](#)—People, Products, Planet, Performance—is essential to achieving our mission and vision, and our associates are actively engaged and passionate about driving our strategy forward. As the global need for sustainability accelerates, we are ready to meet the challenge. We are focused on developing innovative products that solve our customers' performance and sustainability challenges, while reducing the environmental impact of our operations.

A few years ago, we established ambitious [2030 sustainability targets](#) related to climate change, waste, product innovation, and supplier engagement, as well as a goal to reach carbon neutrality by 2050. With the unwavering dedication and enthusiasm of our global associates, we continue to make significant progress in achieving these goals. We invite you to read this year's Sustainability Report, which showcases our commitment to sustainability, and also offers insights into our culture of sustainability we are so proud of at Avient.

## Walter Ripple

Vice President of Sustainability

[LEARN MORE](#)

Visit Our Sustainability Site  
for More Information

## A Few Highlights from 2022:

- Welcomed Dyneema® Protective Materials to the Avient portfolio, significantly increasing our sustainable solutions portfolio
- Ranked as one of Barron's 100 Most Sustainable Companies, Newsweek's America's Most Responsible Companies, and a WSJ Top 250 Best-Managed Companies
- Launched 40+ new Sustainable Solutions globally in 2022
- Avient's Sustainable Solutions Portfolio has grown at a compounded annual growth rate of 11% since 2016
- Recognized with 5 technology and design awards with products launched in 2022
- Enhanced our carbon disclosures, including Scope 3 emissions, and a 3<sup>rd</sup> party certification of our carbon emissions

# The Avient Sustainability Promise

As a leading provider of specialized and sustainable material solutions, Avient is committed to meeting the needs of the present without compromising future generations' ability to do the same. We are committed to creating value for our customers, employees, communities and shareholders through our dedication to ethical, sustainable and fiscally responsible principles.

- 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 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 create opportunity for our employees by growing our business, building a more diverse workforce, 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



Chandrapur Assam, India by Roop Kumar Nath

# Management Approach: EH&S

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 to ensure regulatory compliance and operational excellence globally. These responsibilities have been expanded to include oversight of climate related risks as well.

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 performance 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 systematically 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.

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 through building an actively caring culture;
- [Security Policy](#), which focuses on protecting the security of our people and all information related to our operations;
- [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**<sup>®</sup>  
OUR COMMITMENT TO SUSTAINABILITY



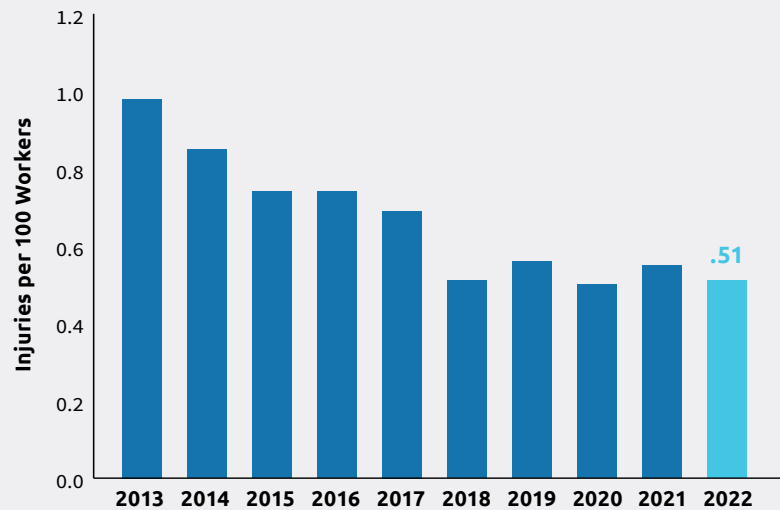


# Safety First

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 2022, we maintained world class safety performance with a recordable incident rate of 0.51, which is more than six 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



# 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 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 only with the active participation of all associates, at all levels of the organization, can risk truly be reduced 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, for 2022, we updated our Annual Incentive Plan design to include a metric that measures the percentage of associates who participate in a safety engagement activity. 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 their self from unsafe situations, without the fear of reprisal. Safety committees 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 Residual Risk Reduction (R3), which incorporates behavioral safety, improvements to safety leadership, various safety suggestion mechanisms, internal and external audit systems, and quarterly Global Safety Days. The importance of associate participation in safety management systems is a common thread throughout our training 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 to bring new sites in line with our high standards and policies. Part of this process is to help sites develop their own EH&S Maturity Road Map which 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 EtQ 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 and Monitoring

To quantify risk and reduce it 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 (IOHC).

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 and celebrated.

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.

## ESG Metrics & Employee Incentive Compensation

For 2022, we added ESG performance metrics to our associates' Annual Incentive Plan. Metrics include: employee engagement, safety, sustainable solutions, waste to landfill intensity and energy intensity.

### 2022 Safety Milestones

21,410 SAFETY ENGAGEMENT ACTIVITIES COMPLETED IN 2022



\*Injuries that take six months or longer for a worker to recover from, according to the Global Reporting Initiative.

\*\*Since implementation of reduced risk knife requirement



# 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 Avient Security and Privacy Council (ASPC) oversees the security-related governance, risk mitigation and regulatory compliance requirements of our company globally. Supporting the ASPC are two subcommittees. One subcommittee is focused on physical security and the other is dedicated to data confidentiality and cybersecurity. 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

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.

## Data Confidentiality and Cybersecurity

As cybersecurity risks evolve, we must protect against threats to our data, facilities, and operations. Avient has a global program to ensure that proper cybersecurity measures are in place and our organization maintains compliance with ever-changing privacy laws, including [General Data Protection Regulations \(GDPR\)](#), as well as specific laws in all countries and regions where Avient operates. Awareness remains one of our best defenses, and cybersecurity education is a priority for our associates and business partners. 100% of our required associates completed web-based cybersecurity training last year to help them identify and respond to potential cybersecurity risks and reinforce safe behaviors. We also expanded our cybersecurity controls to address the evolving global cybersecurity threats. Externally, a third-party auditor performs a quarterly assessment of our processes, policies and performance related to IT cybersecurity. We continue to monitor our performance of Avient’s BitSight Security Rating, a measurement of our security performance over time.



**740** BitSight  
Cybersecurity Rating\*

Top 35% in Chemicals Industry

\*BitSight rating as of April 18, 2023

# Management Approach: Training and Development

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 2022, our associates completed over 142,000 hours of training through a variety of delivery methods.

Global technology enables the management 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 nomination-based leadership development programs, such as NextGen, Elevate, Emerging Leaders and Avient Mentoring. To support administrative and strategic skill sets of our managers, we also offer open enrollment and on-demand Supervisory Skills training and regional sessions of CORE Leadership. The ENGAGE initiative was 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.

**142,000** HOURS OF TRAINING  
COMPLETED IN 2022



# Avient Competencies

Our competencies were developed based on feedback from our associates in all regions, businesses, functions and at all levels of the organization. Themes from our associates' feedback were mapped to a library of competencies that, based on research, are predictive of success across all industries.

Our competencies define what it takes to be successful at Avient. They represent the expectations we have for ourselves, our teams, and our leaders. They describe the behaviors most important to accomplishing our organizational priorities and personal development. Most importantly, our competencies create a common language for how we coach and develop our associates, in support of the organization's goals and individual career aspirations.



### Leader of Self

Individual contributors who lead within their area of responsibility to help support the organization's goals.



### Leader of Others

Associates who lead teams formally or through influence, typically Managers and Senior Managers.



### Leader of the Business

Business and functional leaders, typically Director-level and above.



# Diversity & Inclusion: Leading Change from the Top

In order to enact meaningful, impactful change in any organization, it must start at the top. This is especially true when increasing diversity and inclusion.

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 creates diversity in the workforce.

“The importance of building diverse and inclusive organizations has never been more important—in business and in our world,” said Bob Patterson, Chairman, President and CEO, Avient. Diverse and inclusive organizations attract and retain better talent, are more innovative, and are also among the best performing. “As the CEO, change of this importance must begin with me—my direction, decisions and actions,” he explained. “D&I at Avient is a shared value and position, but it’s crucial for me to lead by example.”

“In 2022, sixty percent of my executive leadership team and 42 percent of our Board of Directors are female or racially diverse. I draw upon this diversity to make the most informed and best decisions for our company,” he said. “Yet we have more work to do throughout the company, and our investments in D&I initiatives and Employee Resource Groups will play an increasingly influential role going forward.”



*“I’m proud to work for a company whose core values reflect a strong commitment to diversity and inclusion. These diversity and inclusion efforts fuel Avient’s innovation, and connect us closer to our customers and the communities we serve. Together, let’s continue to work to cultivate an inclusive workplace that respects differences, encourages, supports, and celebrates the diverse voices at Avient.”*

—Renita Jefferson, Diversity & Inclusion Advancement Director

**60%**

Female or  
Minority  
CEO Direct  
Reports

**42%**

Female or  
Minority  
Board of  
Directors



# Management Approach: Diversity & Inclusion

At Avient, we recognize that a diverse and inclusive culture results in better solutions and innovation, which leads to better products and services for our customers. Diversity & Inclusion (D&I) at Avient refers to gender of our global talent pool and U.S. race/ethnicity.

We are proud to have promoted Renita Jefferson as our first Diversity & Inclusion Advancement leader, which continues to reinforce our commitment to being a Great Place to Work for all, both internally and externally.

Renita has developed a D&I strategy to attract, develop and retain diverse talent, with the ultimate intent to create a measurable impact in our population. In 2022, diverse hiring and promotions accounted for 40% of our overall hires and promotions. While we celebrate the progress we've made in this area, we remain committed to building upon these efforts and their results.

In addition to bi-annual reviews with the leadership team, Avient has guidelines to expand the diversity of our talent pipeline. Our experience has shown that having a better diversity representation in our candidate pool, increases the possibility for the position to be filled by a diverse candidate. Being able to attract and retain diverse talent allows us to expand our reach to a broader market space.

Our commitment to diversity begins at the highest levels of our organization, for example having 42% female or diverse board members.

Initiatives including Avient Mentoring, campus partnerships, and our employee resource groups are vital for progress in our D&I journey. In support of this, we stress equality of opportunity for all qualified individuals in accordance with applicable laws, as outlined in our [Equal Employment Opportunity Policy](#) and [Code of Conduct](#). Decisions on hiring, promotion, development, compensation or advancement are based solely on a person's qualifications, abilities, experience and performance, except where local law requires us to take actions to increase employment opportunities for a specific group. The Avient Ethics Hotline serves as a mechanism for associates to anonymously report any concerns regarding such decisions.

Continuing to build a diverse and inclusive culture is a key element of our People strategy and is crucial to the performance of our organization.



## The Hand: A Symbol of Diversity & Inclusion at Avient

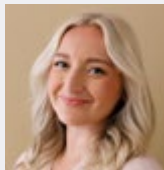
In 2017, we adopted The Hand as our global symbol for Diversity & Inclusion at Avient. The symbolism is extensive and meaningful, which is why we chose it. As you read the supporting narrative we created, it provides both a call to action for the present, as well as a commitment to ongoing improvements.

The Hand represents Avient's symbol for Diversity & Inclusion as a means to build an accepting and open culture where everyone is welcomed, safe, included and respected as part of our global organization.

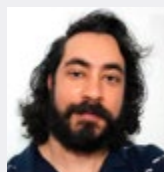


# Employee Resource Groups (ERGs) at Avient

As a world-class company committed to Diversity and Inclusion, Avient has created a strong portfolio of Employee Resource Groups (ERGs), including LEAD by Women, PRIDE, HYPE, and EMBRACE. These groups provide a forum for our associates to collaborate and foster a diverse and inclusive workplace. Additionally, we are excited to announce the creation of a new ERG for U.S.-based associates focused on our veterans' community—SERVE!



*“LEAD by Women is a staple in Avient’s continuous journey to create a trusting culture and space. Through impactful speakers, inspiring stories, and diverse leadership, LEAD has brought in resources to create a positive change at Avient over the last 5 years.”* —Lisa Campo, Lean Six Sigma Black Belt



*“Since the beginning of PRIDE @ Avient, we have made very important progress in raising awareness among all our colleagues and creating a network of allies that further strengthens our efforts to make this a healthy place to work. I am very happy that Avient is a safe environment that values its LGBT+ talents.”* —Caio Coelho, Analytical Chemist, South America

# ERG Milestones 2022

In addition to launching SERVE in 2022, our other ERGs accomplished some significant milestones.

			
<ul style="list-style-type: none"> <li>• Celebrated 5 years!</li> <li>• Established ‘Read with Lead’ book club on topics of leadership &amp; community</li> <li>• Introduced Belonging through two events with external experts—both recorded and shared with all associates</li> <li>• Leveraged LEAD as a core influencer of our broader diversity &amp; inclusion values focusing on trust, accessibility and applicability for all</li> </ul>	<ul style="list-style-type: none"> <li>• Sponsored events across the US and LATAM including the Stonewall National Championship</li> <li>• Continued education on mental health awareness and allyship</li> <li>• Attended the Out &amp; Equal Summit</li> <li>• Supported campus recruiting efforts and utilized events to attract diverse talent</li> <li>• Earned third consecutive perfect score on <a href="#">Corporate Equality Index</a></li> </ul>	<ul style="list-style-type: none"> <li>• First global event connected more than 400 associates from 36 countries</li> <li>• Created content on 26 different topics including professional development, safety, sustainability, and @Avient</li> <li>• Developed mentoring connection with College Now to mentor current students</li> <li>• ERG launch videos created for EMEA &amp; LATAM with expansion to Asia in 2023</li> </ul>	<ul style="list-style-type: none"> <li>• Focused on outreach with connection to associations for Latino, Asian, and Indian professionals</li> <li>• Presenters at the Ohio Diversity Council and National Association of Asian American Professionals events</li> <li>• Ambassador program deployed to support newly hired diverse talent</li> <li>• Culture Corner quarterly articles posted to highlight cultures around the world</li> </ul>



*“I am thrilled to lead and be a part of the North American team in 2023! This team is truly dedicated to providing opportunities for career and personal development to associates at every level. In 2023, we are looking forward to more collaboration with our global HYPE team. We also have more events planned than ever, focusing on in person and workshop styles!”*

—Anna Jaffe, Marketing Associate, Marketing Leadership Development Program



*“As a member of the EMBRACE Resource Group, I was proud to have participated in this year’s Black History Month’s planning of events. Our theme for this year was Black Excellence. I led a partnership with a local high school to provide an onsite experience for students interested in career planning. I believe connecting with our local schools and supporting student programs will provide opportunities to grow brand awareness.”*

—Lisa Wyman Manager, IT Enterprise Support



Avient’s newest Employee Resource Group was founded in 2022, [Sustaining Engagement for Returning Veteran Employees \(SERVE\)](#). SERVE strives to enable veterans to navigate and accelerate success in their career transition at Avient through support and resources focused on mentorship, community and camaraderie.

As SERVE builds momentum within Avient in 2023, the focus is on providing a platform for veterans to build a sense of support and community within Avient, and in the local communities where our associates work and live. Another priority is to establish professional mentorship connections to support members of SERVE as they navigate career growth and development.



*“Avient has always been a veteran friendly company and we wanted to formalize that by bringing those who have served their countries and communities together with those who have supported them. We look forward to seeing how SERVE can contribute to our culture and benefit our company, associates and community!”*

—Alex Dyer, Sr. Product Specialist, SEM; LSS Black Belt

### Vision

Help Avient become a top employer for veteran talent

### Mission

Provide support and resources to help veterans navigate their career transition and bring value to the company

### Strategic Priorities

- Camaraderie: Provide a platform for veterans to meet, work, train, and develop a sense of support and community
- Career: Offer professional mentorship for current and future veteran Avient associates
- Community: Synchronize and enable Avient support and representation in local veteran organizations and events

SERVE’s purpose is to provide value throughout the organization:

To our veteran associates by helping them navigate the transition from military to corporate life and tapping into their unique skillsets

To our company by leveraging veterans’ experiences gained in complex and dynamic environments and a vast and diverse nationwide recruiting network.

To our communities by being good stewards and representing Avient at local service-related events.



# Workforce Demographics (as of December 31, 2022)

## Diversity

### Leadership Diversity—CEO Direct Reports

Female	30%
Minority	30%
Female or Minority	60%

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

Directors, General Managers, VP/SVP	29%
Management	38%
Professionals	51%
Production Associates	50%
All Avient Associates	49%

### Race & Ethnicity\*

American Indian or Alaskan Native	0%
Asian	4%
Black or African American	14%
Native Hawaiian/Other Pacific Islander	0%
Two or More Races	1%
Hispanic or Latino	13%
White	68%
Total = 100% due to rounding for categories <1%	

### Global Associates by Age

Under 30	10%
30–50	57%
Over 50	33%

\* U.S. Only  
 \*\* Turnover for associates with more than 1 year of service  
 \*\*\* Excludes new hires who separated in 2022

### Global Gender Diversity by Level—Female

Directors, General Managers, VP/SVP	19%
Management	30%
Professionals	38%
Production Associates	6%
All Avient Associates	21%

<b>Board of Directors</b>	
Female or U.S. Minority	42%
<b>Gender</b>	
Female	25%
Male	75%
<b>Race &amp; Ethnicity</b>	
U.S. Minority	17%
White	83%
<b>Age</b>	
30–50	17%
Over 50	83%

## Turnover\*\*

### Total Global Turnover = 8.5%

	Salaried	Hourly	Total
U.S. & Canada	11.8%	15.0%	13.3%
Europe/Middle East/Africa	7.6%	5.3%	6.5%
Asia	8.1%	4.8%	6.5%
Latin America	7.0%	6.6%	6.8%
Global	8.9%	6.6%	6.8%

	Salaried	Hourly	Total
Under 30	16.2%	14.7%	15.4%
30–50	7.9%	6.9%	7.5%
Over 50	9.5%	8.1%	8.8%

	Salaried	Hourly	Total
Female	9.4%	8.0%	8.6%
Male	8.1%	9.8%	8.3%

## New Hires\*\*\*

### New Hires as a % of Total Employee Population = 10.5%

	Female or Minority*	Under 30	30–50	Over 50
Direct (Hourly)	65.7%	35.6%	52.2%	12.2%
Indirect (Salaried)	48.1%	25.4%	62.4%	12.2%
Total	59.7%	30.9%	56.9%	12.2%

## 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, 2022, approximately 1% of our employees were represented by labor unions under collective bargaining agreements.

# 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 four-pillar 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.



# Human Rights

Avient is dedicated to conducting business ethically and with integrity, and our [Position on Human Rights](#) 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](#).

Due diligence processes for slavery and human trafficking are in place where required to identify and mitigate possible risk, 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 [Position on Human Rights](#).



# 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

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.

In 2022, female associates took an average of 25 days of Paid Parental Leave. Male associates took an average of 15 days.

## 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 2022, Avient launched two global wellness challenges, with 228 global teams competing, resulting in over 65,000 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 platform, including the sponsorship of monthly campaigns highlighting a variety of topics. We leveraged peer-to-peer learning through the “Ask the Expert” series, where global associates shared their expertise and personal perspectives in short videos. 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, Cyber Security and Insider Trading. Associates also receive additional, tailored training based on their role, such as Lean Six Sigma, customer centric selling or information systems.

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

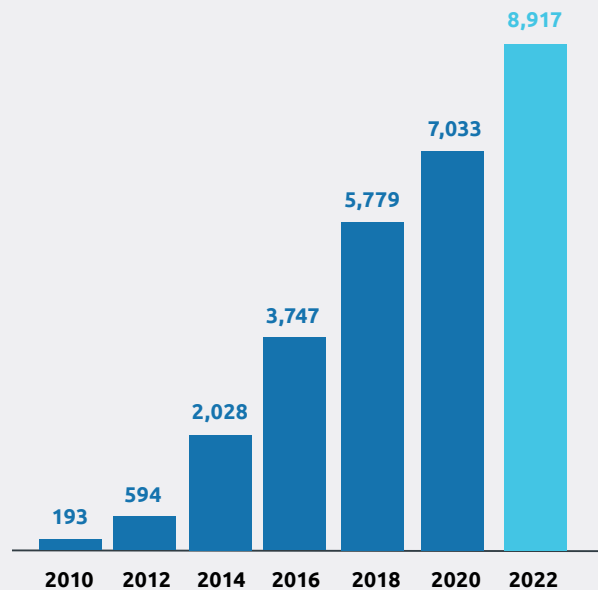


# Operational and Commercial Excellence Training

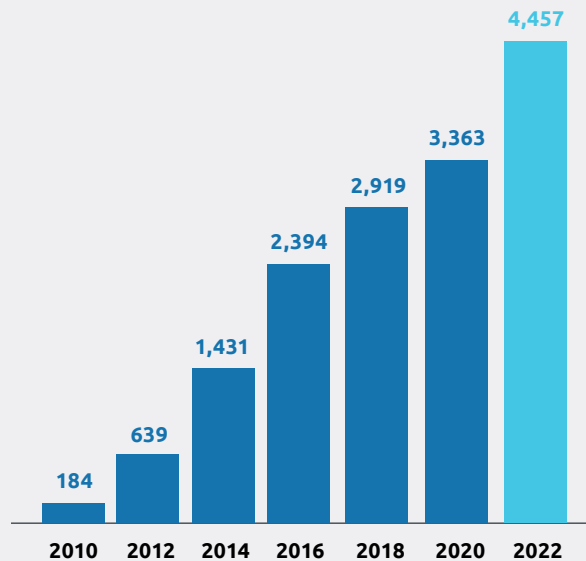
Lean Six Sigma underpins our continuous improvement culture. It is a technical methodology that drives improvement of all business processes through the elimination of waste and variation. The impact can be seen throughout our businesses, functions and operations. More than 3,200 active Avient associates 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

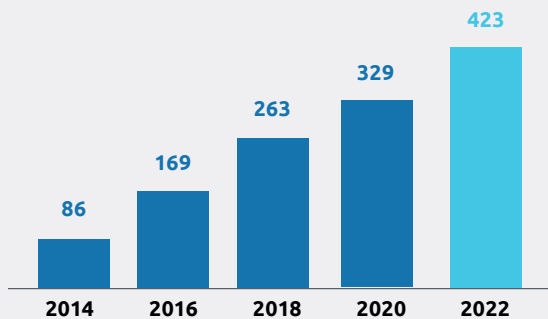
Avient’s Leadership Development Programs have been central to attracting, retaining and developing top talent. To support and invest in the skills of our existing associates we developed two hallmark in-house global leadership development programs, and we have now graduated 423 of our associates through the highly coveted NextGen and Elevate (formerly PolyMasters) programs.

Since 2013, the executive leadership selects 14–16 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, PolyMasters 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 showcasing an innovative idea. In 2013, the program was extended to the rest of the company globally. In 2021, Avient rebranded PolyMasters and launched the program as Elevate. Forty-four high-performing associates were selected by our executive team to participate in the 2022 program.

As in previous years, these participants were paired with an executive mentor and provided training on demonstrating executive presence virtually. 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.



**132**

NEXTGEN  
GRADUATES

68% PROMOTED



**291**

ELEVATE  
GRADUATES

73% PROMOTED

# 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 2022, 76 leaders completed the experience.

To support our D&I Initiatives all managers of People have an 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. Launched in the US/Canada in 2022, this program will expand globally in 2023.

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.



**488** Leaders Trained In Core Leadership & Emerging Leaders Programs





# Talent Acquisition and Early Talent Programs

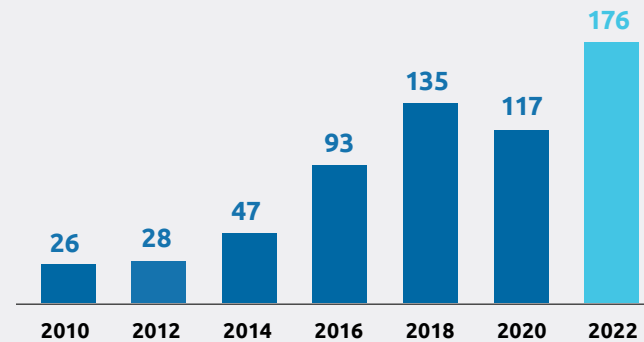
Avient's success is driven by having the best talent in the right roles. We actively seek collaborative and innovative change-makers who are passionate about our values through numerous channels, including employee referrals, job fairs, talent networks, industry associations, and directly from universities. 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 early talent associates each year into full-time, co-op or internship opportunities. These full-time early talent roles align to highly coveted rotational development programs where individuals are able to gain experience in various departments and jobs within or across functions, contributing 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 and to ensure they feel welcome as they join Avient.

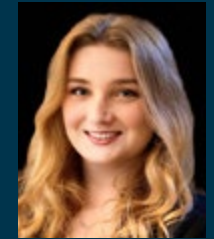
Intern experiences and projects were back on-site in the summer of 2022! This created an opportunity for our interns to gain real-world, professional experience and enhance their social skills through collaborative initiatives and networking experiences.

Photos (Left): Enhanced Partnership with Universities, (Right) 2022 Summer Intern Networking Cruise

## Campus Hires



*“During my rotations, I’ve had the opportunity to learn from different leaders within the organization while working on meaningful work. I’ve enjoyed the ability to apply learnings from my undergraduate program to real world applications through different experiences within the organization. The greatest aspects of the leadership development program is the connections I’ve been able to form and the ability to make an impact during each rotation.”*



—Bailey Richterman, Analyst, Mergers & Acquisitions

# Becoming an Even Better Place to Work



As a leading provider of specialized and sustainable material 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 nearly ten thousand associates worldwide.

The newest members of this global force are our 1,000 colleagues from Avient Protective Materials, who we proudly welcomed with the addition of this business in 2022. Their unique strengths, combined with our shared passions and values, truly make us better together.

Eighty-nine percent of our associates responded to our 2022 employee engagement survey, reaching an all-time high participation rate. Compared to the prior year, we increased our scores across all five Great Place to Work® (GPTW) Institute's Trust Model categories. In addition, our positive responses are on average 22 points higher than the typical U.S.-based company.\*

Based on these scores, the GPTW Institute honored us with the distinction of Great Place to Work® for the fourth year in a row. In a year of challenges around the world and pivotal changes at Avient, we took care of each other and grew our culture along the way. How our associates continue to speak with pride about Avient is what sets our workplace apart from other companies.



Photos (Left): Community Service Event, Ahrensburg, Germany, (Right) ENGAGE session, Changzhou City, China

\*According to the Great Place to Work® 2021 Global Employee Engagement Study.

## Recognized by Prestigious Rankings

We were honored to earn prominent places in prestigious corporate rankings in 2022.

Avient was again named one of America's Most Responsible Companies in 2023 by Newsweek and Statista, moving up to the 22<sup>nd</sup> spot out of the top 500 listings. Also, we ranked 37<sup>th</sup> among the 1,000 largest U.S. public companies in Barron's 100 Most Sustainable Companies of 2023. These selections considered ESG key performance indicators including workplace diversity.

Moreover, Avient proudly received a 100% score on the Human Rights Campaign Foundation's 2022 Corporate Equality Index for the third consecutive year. 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



Plitvice Lakes National Park, Croatia by Jason Pericak



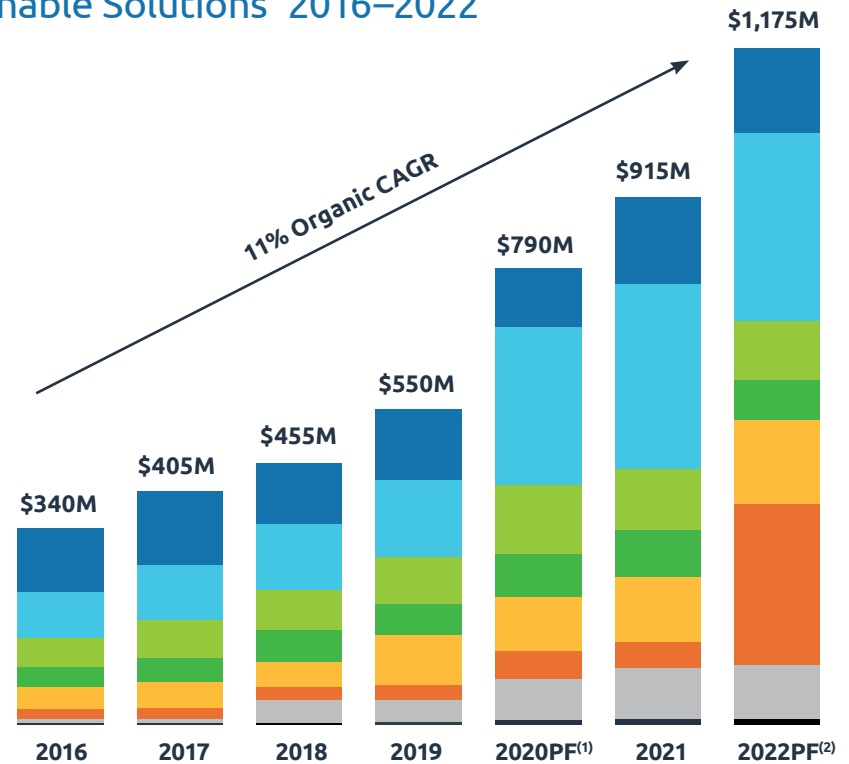
# Innovation: Formulating for the Future

Innovation and sustainability are embedded in the culture at Avient. As a specialty materials formulator, our proven ability to innovate materials that enable our customers' sustainability goals, while delivering performance, is a key differentiator for our company. In fact, our sustainable solutions portfolio has grown nearly 3.5x since our baseline year 2016.

As we have transformed from a commodity company to a true specialty formulator, our guiding principles are outlined in our [Sustainability Promise](#). Our people and material science expertise drive our innovation pipeline. We have enabled our innovation strategy through continued investment in R&D, Sales and Marketing. One measure of innovation success we use is our Vitality Index, which shows the percentage of our specialty sales generated from solutions introduced in the last five years. In 2022, our Vitality Index reached 33%, validating the strength of our technology portfolio.

## Revenue from Sustainable Solutions\* 2016–2022

- Lightweighting
- Eco-conscious
- Recycle Solutions
- VOC Reduction
- Sustainable Infrastructure
- Human Health & Safety
- Reduced Energy Use
- Biopolymers



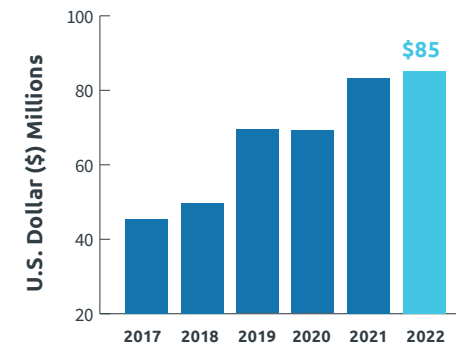
\* Avient Sustainable Solutions definitions aligned with FTC 2012 Guide for the Use of Environmental Marketing Claims ("Green Guides")  
<sup>(1)</sup>2020 is Pro Forma to include full year of the Clariant Color business  
<sup>(2)</sup>2022 is Pro Forma for the acquisition of APM and the divestiture of Distribution

## Investment in Innovation

### Vitality Index



### R&D Spend





# Innovating for a Sustainable Future

As a global leader in innovative sustainable solutions, we collaborate closely with our customers to help them achieve their sustainability goals. Through material science, formulation expertise, and deep market knowledge, we partner with our customers to develop solutions that achieve the sustainable attributes desired at the performance level needed for the application. Two impactful ways we help our customers is enabling solutions that advance a circular economy and/or reduce their carbon footprint.

## 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 material 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 the newly launched 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.



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

## 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 newly launched product carbon footprint calculator, certified by TÜV Rheinland. We collaborate across the value chain from suppliers to converters and brand owners to identify opportunities help meet their sustainability goals.

We enable a lower carbon footprint through lower carbon footprint technologies, improved recyclability, increased recycle content, and bio-derived solutions.

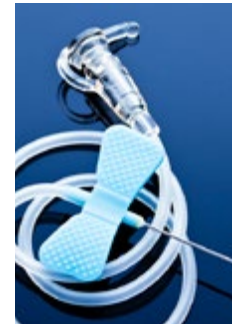
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# How Our Products Enable Sustainability

Avient defines our [Sustainability Portfolio](#) in the eight ways in which we help our customers meet their innovation and sustainability goals through material science. This portfolio has grown nearly 3.5 times since 2016, and the megatrends of the future indicate continued growth and demand. In 2022, we launched over 40 sustainable 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.

## Eight ways we help customers meet their sustainability goals



### Lightweighting

Enables lighter weight parts than those made from “traditional” materials, and/or reduces the amount of material needed to make a part or package without sacrificing mechanical and performance needs



### Reduced Energy Use

Reduces energy consumption (e.g. reduces re-heat energy requirements, enables faster cycle times)



### VOC Reduction

Allows for the replacement of components, processes, or systems that emit VOC's



### Recycle Solutions

Contains or enables post-consumer or post-industrial recycle content, or improves the ability of materials to be recycled with desired performance or aesthetic levels



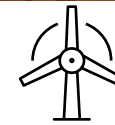
### Biopolymers

Based in whole or in part on biopolymer resources, or enable bio-based materials to perform at a level comparable to conventional polymers



### Eco-conscious

Offers alternatives to traditional materials such as lead or phthalates; processes that use solvents; or prolongs the lifespan of products, conserving natural resources\* (e.g. wood capstock, fiber spin-dyeing)



### Sustainable Infrastructure

Solutions that help to protect the environment, promote long-term sustainability, and enable renewable energy (e.g., Solar/wind energy, Sustainable construction, & 5G applications)



### Human Health & Safety

Solutions that directly protect and preserve human health (e.g., Hygiene & Personal Protective Equipment (PPE) and medical devices)

\*Design for lifespan enhancement & resource conservation as per Ellen MacArthur Foundation

# Consumer Packaging

## Market Needs: Enable Circular Economy, Lighter Weight, Barrier Properties

Packaging plays a critical role in protecting consumer goods & products. Plastic packaging is convenient, safe, lighter weight, and often the most cost-effective way and lowest carbon footprint way to protect and deliver consumer products, including food and beverages, all over the world.

While plastics provide tremendous benefits in packaging applications, there is also a responsibility to ensure plastic waste does not end up in the environment. Avient's [portfolio for packaging applications](#) is focused on solutions that support a circular economy by enabling reduced material usage, improved recyclability, improved physical performance and reuse potential of recycled materials. Our light and oxygen barrier solutions provide product protection and extended shelf life to help customer deliver high quality products to consumers every time.

We continue to work with our customers to develop innovative sustainable solutions. In addition to our material solutions, Avient has developed services to further enable our customers' ability to meet their commitments, including [Cycleworks](#), [ColorWorks](#) and [Avient Design](#).

### NEW at Avient

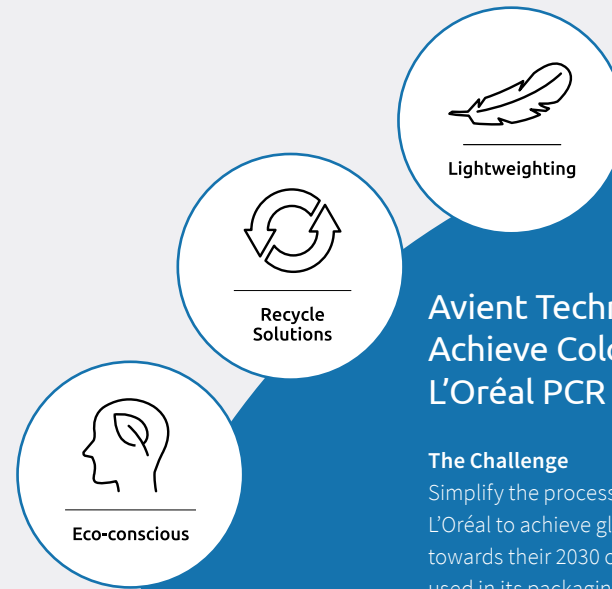
In 2022, Avient launched new technologies and services designed to enable the sustainability commitments set by our customers in the packaging market, including:

[ColorMatrix™ Ultimate™ UV Light Barrier for PET](#) effectively blocks ultraviolet light transmission, protecting product integrity, without impacting the circularity. Ultimate is recognized by the Association of Plastic Recyclers and the European PET Bottle Platform for having no negative impact on the recycling stream

[Cesa™ NOX A4R Additive for Enhanced Recycling](#) stabilizes recycled polyolefins during processing, enabling a higher quality level of recycle and better end-use products

[Rejoin™ PCR Masterbatch](#) uses PCR as a carrier resin, effectively allowing a bottle or part to be manufactured with 100% PCR

[PCR Color Prediction Service](#) simplifies and accelerates the selection of preferred colors for PCR content at varying levels, avoiding time-consuming trial and error



## Avient Technology Helps to Achieve Color Consistency in L'Oréal PCR Packaging Worldwide

### The Challenge

Simplify the process to develop color in recycled resin for L'Oréal to achieve global color consistency, while working towards their 2030 objective to have 100% of the plastics used in its packaging be made from recycled or bio-based material.

### The Solution & Impact

Avient's PCR Color Prediction Service helped L'Oréal simplify overall color development with recycled resin. This sped up the local replication process, allowing Redken products to launch simultaneously in Europe and the U.S. with consistent color despite local constraints.

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# Healthcare

## Market Needs: Regulatory Standards, Durability, Reduced Carbon Footprint

From labware for diagnostic testing to protective equipment and sterile packaging to ventilators and medical devices, plastics are a crucial tool in saving lives and improving health and safety in our communities. At Avient, our teams work closely with our customers to develop solutions to meet the demanding performance and regulatory requirements of healthcare applications.

As the focus on sustainability continues to grow in the healthcare industry, Avient has continued to evolve our portfolio to meet our customers' needs. [Our portfolio](#) is designed to help our customers overcome healthcare challenges with durable, lightweight, eco-conscious and lower carbon footprint materials.

### NEW at Avient

In 2022, we launched new products and expanded applications for the healthcare market that continue to evolve our portfolio to include more sustainable options, including:

[Mevopur™ Healthcare Bio-Based Polymer Solutions](#) are color and performance-enhancing additive solutions formulated with bio-based polymers for healthcare applications

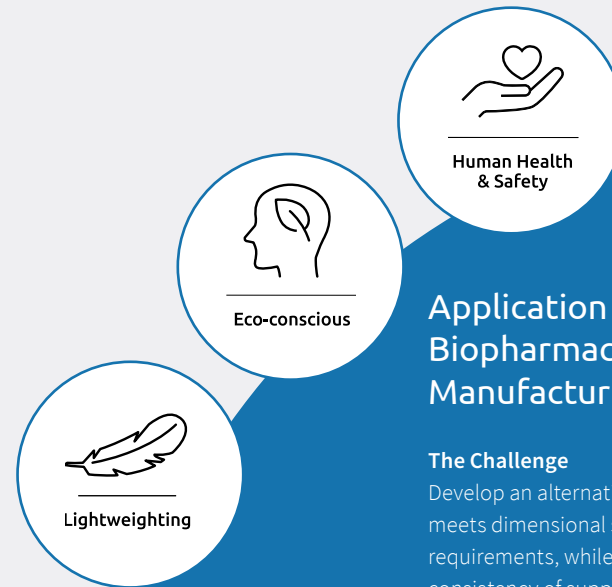
[Mevopur™ Nucleation Additive Concentrates](#) help produce thinner walls in polyolefin applications while maintaining mechanical properties and reduce Moisture Vapor Transmission Rate (MVTR) in HDPE

[Mevopur™ Chemical Foaming Agents \(CFA\)](#) enable reduced material use, while meeting regulatory requirements for medical devices and pharmaceutical packaging

[REMAFIN™ EP White Colorants for Pharmaceutical Packaging](#) designed for a range of pharmaceuticals, safeguarding light transmission while meeting regulatory requirements

[Trilliant™ HC Glass Filled Polyketone](#) offers a lower carbon footprint alternative to nylon with excellent chemical resistance, high temperature performance, and good wear resistance

[Versaflex™ HC Thermoplastic Elastomers](#) are formulated to meet demanding healthcare device and application challenges without phthalate plasticizers, including respiratory applications



### Application Highlight: Biopharmaceutical Manufacturing Clamps

#### The Challenge

Develop an alternative to traditional nylon materials that meets dimensional stability, impact and wear resistance requirements, while enabling the customer to address consistency of supply and sustainability objectives.

#### The Solution & Impact

Avient's newest Trilliant™ HC formulation not only provided improved chemical resistance over traditional nylon, it was developed a lower carbon footprint material. This allowed the customer to switch to a sustainable solution without compromising performance.

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# Transportation

## Market Needs: Improve Efficiency, Extend Range, Enable Circularity

As the demand for low- and zero-emission, energy-efficient transportation continues to grow across all vehicle types, transportation requirements are evolving quickly. Reducing vehicle weight improves efficiency, extends range and enables increased payload. In automotive applications, there is a demand for alternative materials to improve interior air quality and reduce carbon footprint. [Avient's transportation portfolio](#) includes sustainable technologies that offer lightweight structural alternatives to metals, while delivering comparable or improved performance; reduce volatile organic compound (VOC) emissions to improve interior air quality; specialty colors & effects enable paint replacement technologies. We work closely with design engineers to help them meet their sustainability goals, including fuel-efficient combustion vehicles and next generation electric vehicles.

### NEW at Avient

In 2022, we expanded our portfolio of sustainable solutions, including:

[Complet™ REC solutions](#) provide long fiber-reinforced composites are now available in recycled nylon and TPU formulations

[Polystrand™ R continuous fiber thermoplastic composites](#) enables lighter weight reinforcement with recycled PET

[Edgetek™ PKE NHFR formulations](#) are polyketone grades with non-halogen flame retardants specifically designed for electric vehicle components, including connectors

Paint replacement technologies, including [Artisan™ ABS portfolio](#) and [Molded-In Color Metallic](#)

[Hydrocerol™ Chemical Foaming Agents](#) enable reduced part weight without compromising performance



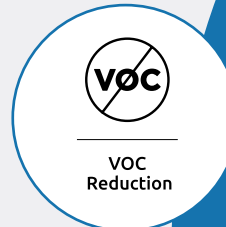
Lightweighting



Eco-conscious



Recycle Solutions



VOC Reduction

## Automotive OEM Lowers Carbon Footprint With Avient

### The Challenge

An automotive OEM was looking to increase the use of sustainable materials for various vehicle parts in order to make progress towards achieving their sustainability goals and net zero emissions targets.

### The Solution & Impact

By utilizing a combination of Avient's OnColor™ Colorants, Hydrocerol™ Chemical Foaming Agents, and Smartbatch™ Combination Colorants & Additives, we enabled the OEM to reduce weight and carbon emissions in panel doors, increase UV resistance in instrument panels and replace traditional paint processes in central consoles.

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# Renewable Energy

## Market Needs: Structural Components, Regulatory Compliance, Halogen Free

Renewable energy provides reliable power while reducing greenhouse gas emissions and conserving natural resources. The market continues to evolve, ranging from solar and wind to fuel cells and hydrogen. Avient has the portfolio and material science expertise to help customers deliver value and innovation and meet the increasing demands of renewable energy applications.

Avient offers a full range of material solutions that enable renewable energy infrastructure, from high performance ropes or structural composites for wind energy infrastructure to materials for cable jacketing and insulation in solar installations

### Highlights in 2022

In 2022, we focused on delivering our portfolio of sustainable solutions to renewable energy applications, including:

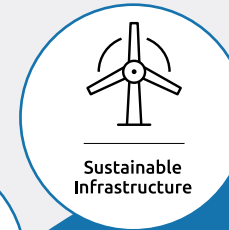
Dyneema® DM20 high molecular weight polyethylene fibers are utilized in offshore wind turbine projects

Glasforms™ Pultrusion Technologies offer exceptional strength-to-weight ratio for continuous fiber reinforced composites for structural wind turbine components

Cesa™ Additive Masterbatches are utilized for solar back sheets to enhance the halogen-free mono material structure and protect against voltage breakdowns

Syncure™ Crosslinked Polyethylene Formulations, which provide high-performance, UL 4703 and VW 1-compliance and eliminate the need to use two separate insulation and jacketing formulations

Smartbatch™ Color And Additive Concentrates offer superior UV weathering protection for solar power installations. Additionally, protective cable insulation and jacketing can be made from ECCOH™ Low Smoke and Fume, Non-Halogen Formulation



## Floating Offshore Wind Turbine Mooring Lines

### The Challenge

Construction of large multi-gigawatt floating wind farms benefit from stable winds and are non-visible from the shore. These projects come with many challenges, including difficulties in installation and minimizing levelized cost of energy (LCOE).

### The Solution & Impact

Avient Protective Materials worked with offshore wind farms to develop low pre-tension mooring systems made from Dyneema® DM20. These systems utilize small handling equipment and connectors, enabling ease of installation and low maintenance costs.

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**LEARN MORE**

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# Telecommunications

## Market Needs: Durability, Consistency, Design Flexibility

In this rapidly evolving industry, the need for faster and more reliable technology is stronger than ever. [Avient's portfolio](#) delivers flame retardance, low smoke and halogen options, and materials that can withstand wide temperature variations for telecommunication applications.

### 5G (The 5th Generation Network)

From drinking water to air quality, sensors enabled by 5G can detect, manage and notify authorities about possible risks. Avient's portfolio enables 5G technology from a range of fiber optic cable components to antennae and base station materials, as well as 5G-enabled devices.

### Connectors & Components

Rapid growth in computing technology has increased demand for higher performing connectors, printed circuit boards, sockets and more. Avient offers a full range of sustainable solutions that are WEEE and RoHS compliant, allowing higher operating temperatures with smaller footprints.

### Satellite Communications

Satellite applications demand reliable solutions with low loss dielectric performance that are light weight and offer design freedom for complex shapes. [PREPERM™ material solutions](#), design and prototyping support can help take you from idea to mass production as quickly as possible.

## Highlights in 2022

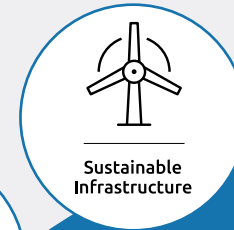
[PREPERM™ Low Loss Dielectric Formulations](#) for antennae and base station components

[Edgetek™ formulations](#) are used in base station components

[ECCOH™ Micromodules](#) and [ECCOH™ + Syncure™ 5G Hybrid Cable Insulation + Jacket materials](#) are specifically designed to for optical fiber components

[Fiber-Line™ Swellcoat™ Water Blocking Yarns](#) support 5G antennae, data centers, and backbone cable designs to prevent equipment damage and signal attenuation due to water ingress in the cables

[Glasforms™ pultrusion technologies](#) provide a durable, corrosion resistant pole to support telecommunications and power distribution



## Application Highlight: 5G Fiber Optic Cables

### The Challenge

The need for better, faster and more reliable technology is stronger than ever and 5G is designed to provide high speed connectivity. To achieve accessibility in low density areas, providers need cable technology to easily deploy fiber to the home (FTTH) networks.

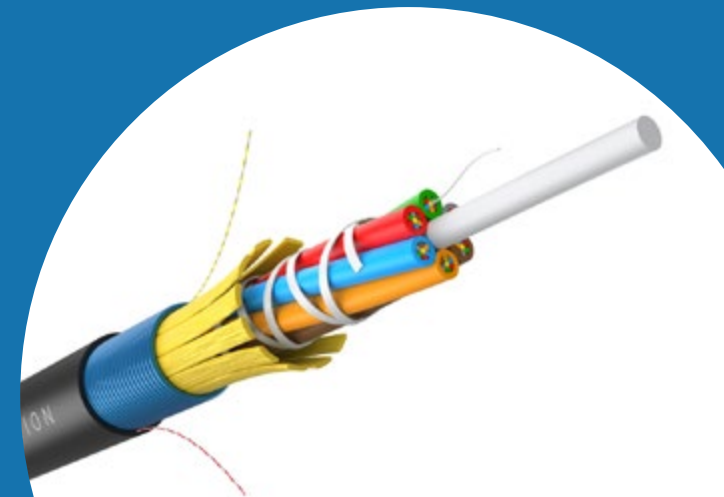
### The Solution & Impact

Fiber-Line™ Fiber Optic Cable solutions enhance the performance and prolong the life of FOC with water blocking yarns, strength members, and ripcords, enabling cable manufacturers to optimize slimmer, stronger, cables at longer aerial spans with lower tension—critical for rural FTTH networks.

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[LEARN MORE](#) 

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# Protective Materials

## Market Needs: Lighter Weight, High Strength, Reduce Carbon Footprint

Improving safety for those that protect us—law enforcement, first responders, and military service personnel—while they keep communities around the world safe. **Dyneema®** has one of the highest strength-to-weight ratios of any material on Earth, allowing armor solutions to maintain the highest levels of protection without sacrificing user comfort or maneuverability. In fact, Avient works directly with industry-leading armor manufacturers to develop technologies that are fit-for-purpose. Beyond continual innovation and collaboration, the lightweight construction of armor made with Dyneema® helps mitigate long-term injuries associated with the cumulative effect of daily armor use, safeguarding lives on the front lines and beyond.

Dyneema® began as an ultra high molecular weight polyethylene (UHMPE fiber). Through innovation and collaboration the portfolio has expanded not only in the number of applications but also in the different forms that are available. All of these form factors share these winning properties:

- Ultra high strength versus weight (15 times stronger than steel, on weight per weight ratio)
- Low elongation at breaking point
- High resistance to UV radiation
- Chemically inert
- Floats on water
- Highly flexible
- High energy absorption
- No smell or taste, non-toxic
- Self-lubricating, with low friction

**Dyneema® UD** is a unidirectional composite laminate that provides the lightest weight protection with maximum flexibility and comfort for use in protective armor applications including soft armor, hard armor, helmets and frag knits. It offers excellent energy absorption and enhanced protection in a lightweight solution. Dyneema® solutions are up to 35% lighter than aramid and 75% lighter than steel.

Other Dyneema® form factors include **Dyneema® Fiber** and **Dyneema® Fabric**. **Bio-based Dyneema® fiber** is available in fiber, unidirectional laminate and fabric.



Lightweighting



Human Health  
& Safety



Biopolymers

## Innovation Highlight: Bio-based Dyneema® Fiber

To meet the growing demand for more sustainable solutions, Avient has introduced the first ever bio-based ultra-high molecular weight polyethylene fiber. This innovation utilizes the mass balance approach and further reduces our reliance on fossil fuel based resources. Bio-based Dyneema® has a carbon footprint that is up to 90% lower than alternative materials and boasts the same performance as conventional Dyneema®. International Sustainability & Carbon Certification (ISCC certified), Bio-based Dyneema® fiber enables our partners and downstream customers to reduce their carbon footprint while maintaining the same trusted performance of the world's strongest fiber™.

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for More Information





# Management Approach: Product Stewardship



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 our raw material suppliers 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, 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 2022, 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. 5% or less of our products by total sales revenue are classified as Global Harmonized System (GHS) category 1 and 2. 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 40% of prioritized risk assessments. The number of prioritized risk assessments continue to grow each year as the process matures. We recently set a goal to complete 100% of risk assessments on hazardous materials greater than 1 ton by 2025.

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 104 global manufacturing facilities. 96% of these sites are certified through independent third parties to management system standards including ISO 14001, ISO 9001, RCMS and RC 14001. With the addition of Avient Protective Materials, we also have 4 sites with ISCC Plus certifications. These international standards cover areas of Quality, Environmental, Health and Safety, Automotive, Medical Device, Responsible Care and Energy Management. Combined, Avient facilities have a total of over 200 management system certifications. For this reporting period, there have been no major non-conformances associated with these management systems. 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 location in the supply chain we are well positioned to enable sustainability along the value chain, through innovation at 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).

In 2022, we 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](#) and well as our supply chain to generate the data. To date we have completed over 1,000 product carbon footprint calculations. Our goal in 2023 is to fully automate this process and expand the PCF data available for the Avient portfolio.



**ZERO**

Major Non-Conformances  
at ISO Sites

**96%**

Manufacturing Sites  
Certified to an  
International Standard

**1,000+**

Product Carbon  
Footprint Calculations  
Completed



# 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 similar 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. This includes 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 among other lists. As part of this process Product Stewardship reviews suitability for end-use activities and works with other departments to identify feasible alternatives as required. In 2023, we will be setting a baseline on use of these listed hazardous substances with the intention of setting a target to reduce and ultimately remove these materials from our product portfolio.

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.

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 2021, Avient introduced new software to streamline workflow associated with product stewardship requests which decreases response time and improves the customer experience. In 2023, Avient is investing in a new product stewardship platform to manage the environmental, health and safety impact of the Avient portfolio. Through this powerful, configurable and global regulatory and voluntary compliance software we will have full data transparency throughout the life cycle of Avient products. This investment reiterates our commitment to providing transparency and communication to our stakeholders regarding our products.

## 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.



# Management Approach: Supplier Collaboration

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 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 2022, Avient accelerated its Sustainable Sourcing Program to further evaluate our prioritized 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.

In the initial phase of our Sustainable Sourcing Program, our suppliers conducted a best-in-class self-assessment utilizing EcoVadis on environmental, social and governance requirements aligned with the [UN Global Compact](#) principles. Based on these self-assessments, we evaluated our top tier suppliers which represents 60% of our total direct spend for sourcing in 2022. 83% of these suppliers reported an EcoVadis rating of Silver or above in their overall scorecard evaluation.

Additionally supplier self-assessments are completed through our Quality Management System (QMS) process that incorporates approval criteria for our most sensitive applications.

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](#)
- [Avient’s Human Rights Position Statement](#)
- [Quality Policy](#)

The initial phase of the Sustainable Sourcing Program is focused on training of our suppliers and evaluation through third party self-assessments, including EcoVadis and IntegrityNext. Currently our supplier audit program is focused on quality, with plans to extend across all aspects of our Sustainable Sourcing Program.

## Conflict Minerals Process

Avient acknowledges some raw materials are obtained from conflict areas. 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 and smelters and refiners being utilized. The template also facilitates the identification of new smelters and refiners to potentially undergo an audit via the Responsible Minerals Initiative 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

### 2022

Established our Sustainable Sourcing Program

Assessed **60%** of suppliers in EcoVadis

Provided training to over **200** suppliers at the yearly Supplier Summit on Avient’s Sustainable Sourcing Program, and set expectations from our partnerships in the future.

### Plan for 2023

Assess 65% of suppliers for ESG alignment

Include additional sustainability expectations in supplier contracts

Provide training and expectations to suppliers at annual supplier summit



Assess supplier spend for alignment with our Sustainability objectives

# Strategic Partnerships and Alliances

## Our Environmental Partners

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Visit Our Sustainability Site  
for More Information

[Alliance to End Plastic Waste](#)

[American Composites Manufacturers Association](#)

[Association of Plastic Recyclers \(APR\)](#)

[Operation Clean Sweep](#)

[PET Container Recycling Europe \(PetCore\)](#)

[Plastics Recyclers Europe \(PRE\)](#)

[RecyClass](#)

[Responsible Mica Initiative](#)

[The Microfibre Consortium \(TMC\)](#)

[UK Plastic Pact](#)





# PLANET



Patagonia, Chile by Bridget Moyer



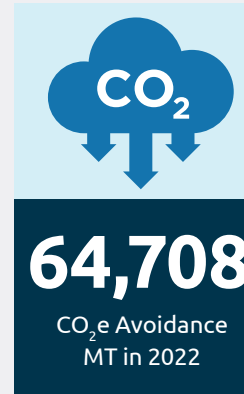
# Protecting Our Planet

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 **EH&SMS**, we have focused on the following key topics: energy, emissions and climate change, as well as effluents and waste from our operations.

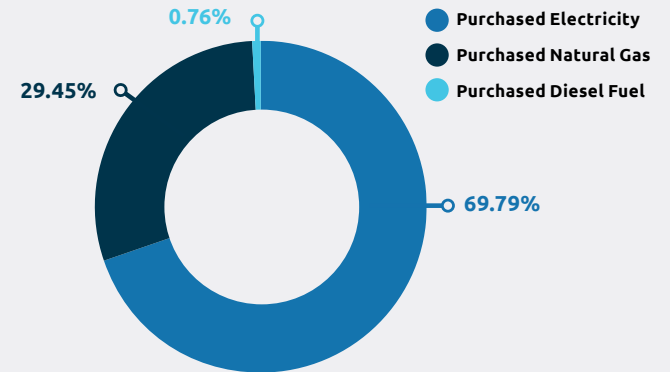
Avient's EH&S Committee of the Board of Directors provides oversight of the systems that are in place to monitor and mitigate risk associated with these key topics. Avient's Corporate EH&S Department defines the strategy and monitors performance against related management system standards. Full operational 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, 2022 marked the first year that financial incentives for all salaried personnel were partially tied to energy intensity and waste intensity targets.

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

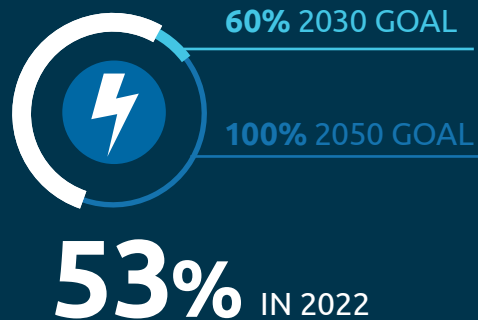
## Energy Saving Projects



## Energy Source Breakdown



## Electricity from Renewable Resources



## New Virtual Power Purchase Agreement (VPPA) in Europe

A new agreement signed in 2022 will provide Avient approximately 95,000 MWh of green energy to further allow our sites across the European Union to transition to 100% green electricity. This project brings with it 37.5 MW of additional solar power to the European grid. This is in addition to multiple sites in the region that have already transitioned to a cleaner grid power mix or are importing renewable power to complement the self-generation needed to assure reliable operations.



# 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 commitment to become carbon neutral in line with climate science. We understand that the path forward will present unique and complex challenges. It will require new ways of operating, new technologies, and innovation of 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.

Supporting a broader climate transition will require continuous improvement through:

- 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
- Identifying ways to adopt new technologies in our global network of facilities
- Developing new and innovative products that have sustainability attributes that decrease GHG emissions and enable the world's transition to a lower-carbon economy
- Focusing on advancing circularity in our operations and our customers' products
- Partnering with our suppliers to enhance the eco-efficiency of our supply chain

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.

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# Energy and Greenhouse Gas (GHG) Emissions

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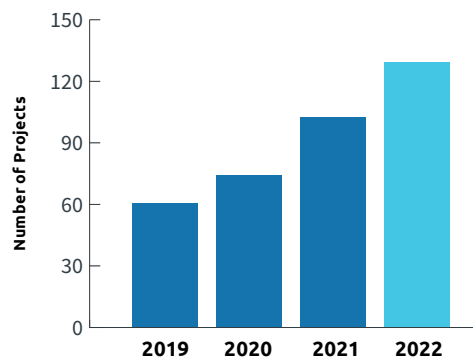
To drive progress toward carbon neutrality, Avient’s low carbon transition plan targets intermediate (2030) goals around Scope 1 (direct) and Scope 2 (indirect) sources of greenhouse gas emissions. These targets are in line with prevailing climate science limits that keep global warming below 2 degrees Celsius as detailed by the Paris Agreement and [Science-Based Target Initiative \(SBTi\)](#). Furthermore, Avient has instituted an internal cost of carbon to encourage investments in low-carbon and carbon-free technologies. This increases the visibility of, and encourages accountability for, the impact of carbon emissions on the business. In 2022, we established the cost of carbon to better reflect the updated insights into the actual price of CO<sub>2</sub> to society, and is within the ranges of the scenarios we use for assessing climate transition risks.

Avient’s approach to reducing our greenhouse gases and other emissions is focused on four main areas: increasing equipment and building energy efficiency, process transformation, expanding the use of renewable or low-carbon energy, and supporting technology breakthroughs by meeting our customer’s

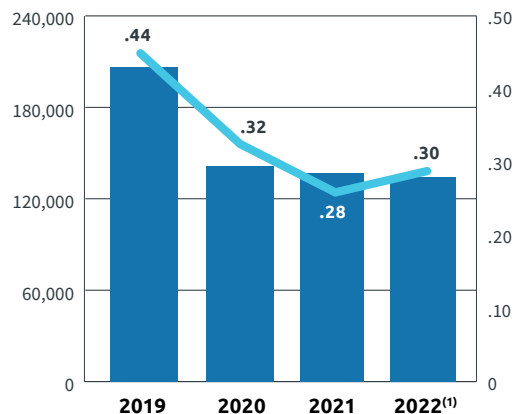
sustainable solution needs. The overall management strategy for our emission reduction program is led by Avient’s Planet Sub-Committee of the Sustainability Council. This committee is comprised of global operations and sourcing leaders and ensures continual progress towards our Sustainability Goals and 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 level include planned efforts to achieve sustainability and operational goals. In 2022, we were able to further optimize energy consumption through executing over 120 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](#).

**Energy Saving Activities**

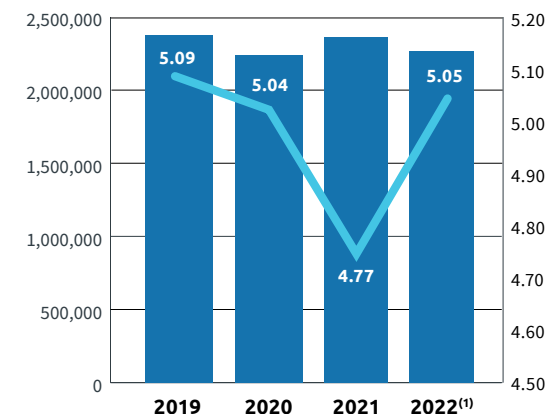


**GHG Emissions (MT)\***



● Greenhouse Gas Emissions (MT Scope 1 & 2 GHG)  
 ● Greenhouse Gas Emissions Intensity (MT 1 & 2 GHG/ MT Sales)

**Total Energy\***



● Total Energy (GJ)  
 ● Energy Intensity (GJ/MT Sales)

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

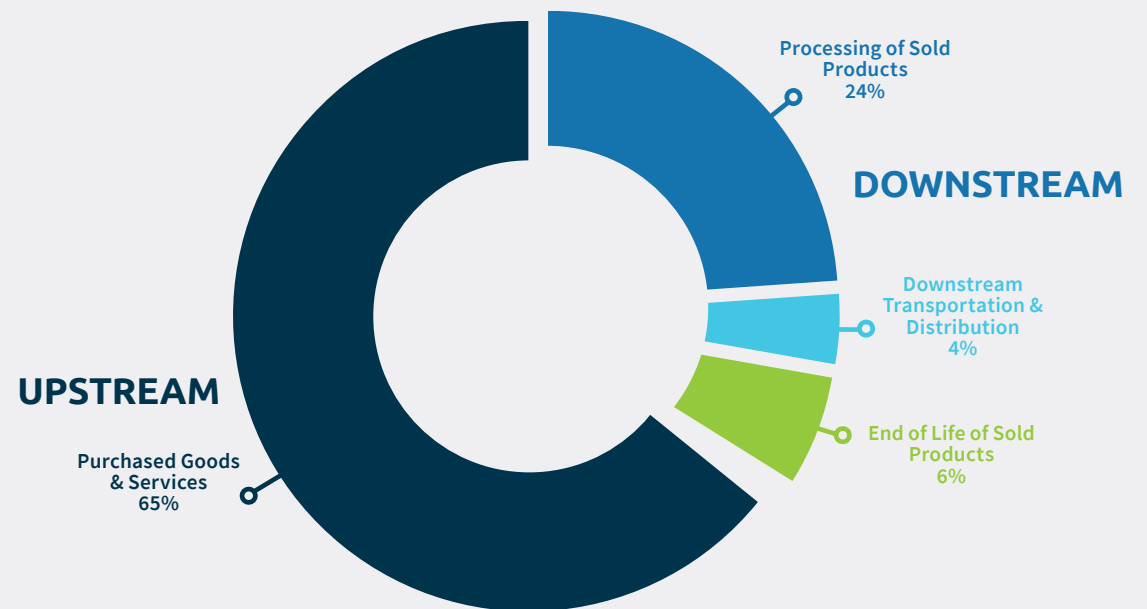
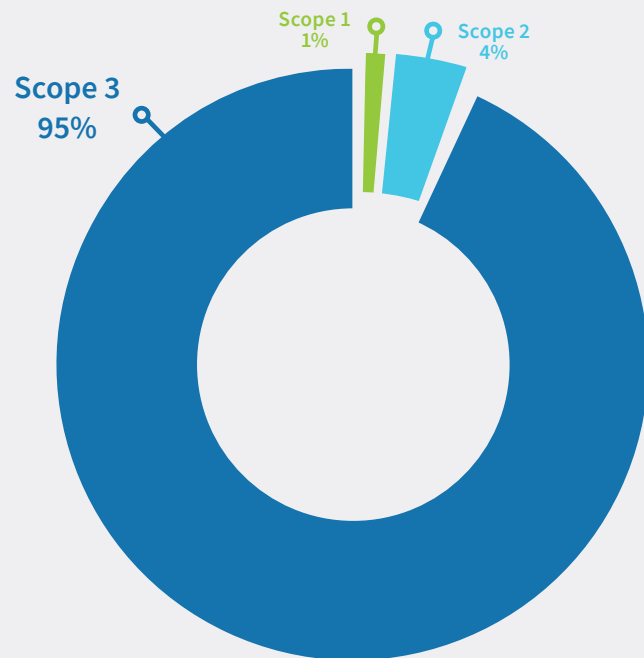
<sup>(1)</sup> Includes estimated full year performance of APM acquisition

# 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. While Avient has been estimating various categories of Scope 3 emissions for several years, in 2022 we embarked on a project to fully capture information related to all fifteen categories of these emissions. Understanding these emissions is important to Avient. We have found that 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 (55% 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. This assessment identified that less than 50% of suppliers and customers assessed 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







## 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. By aligning with the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) recommendations, in 2022 we 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 [2022 CDP Report](#).

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# Waste: Preventing, Minimizing, Eliminating

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 around the world.

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 2030 goal of reducing waste to landfill intensity by 3% on an annual basis, 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 2022, we were able to further optimize operations through executing over 100 waste minimization projects around the world. Additionally, 41 of our manufacturing sites globally sent no waste to landfills in 2022. 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 to Product Project

### Greenville, North Carolina

Within Avient Protective Materials, there is an on-going effort to find an outlet for fiber and unidirectional (UD) manufacturing waste. In Greenville, North Carolina an estimated 400 tons of UD manufacturing waste was being sent to the landfill annually. The Waste to Product team collaborated with an external partner, specializing in textile and plastic raw materials, to identify an alternative outlet for the UD waste or ultra high molecular weight polyethylene sheets.

Our partner was able to process the waste into cabinet panels for equipment protection. This sustainable solution not only diverted waste from the landfill for Avient, but also create a revenue-generating stream for both parties.

In the first year of the project, approximately 150 tons of waste was diverted. The actual revenue and cost savings impact more than doubled our expectations. This is the first waste stream that the Greenville team was able to find a more economical and sustainable solution, but more will soon follow. The team is looking to integrate each of the identified waste streams into a cycle of resource consumption for other industries, so no resources become waste at any point along the way.

# 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 80 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 projects in 30 countries. 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 to deliver critical sustainability and performance benefits to people and communities around the world and live up to our promise of meeting the needs of the present without compromising future generations' ability to meet their needs.



# 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 2022, ongoing remediation work on behalf of Avient continued on schedule, and planning was concluded on 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 and Biodiversity

At Avient, we recognize the importance of natural resources like water and biodiversity. In comparison to other 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 process cooling dominating. The vast majority of Avient sites are generally comparably smaller scale and located in urban or suburban areas. While water and biodiversity do not reach the threshold of materiality compared to other industrial sectors, we manage both responsibly, and in accordance with applicable laws.

Avient recognizes that water is vital to human life and healthy ecosystems across the globe. It is also a natural resource we depend on. We must pay attention to ensuring responsible water consumption and management. Avient almost exclusively utilizes water from public sources in our operations. A vast majority of our process water is reused, with the remaining water discharged to publicly owned treatment facilities. We have a responsibility to minimize our direct impacts from these activities. Therefore, we seek to conserve water across our operations and ensure that wastewater discharges are properly treated. We look to develop applications for our products that help conserve and protect water resources, including the use of our materials in durable water piping and water conservation applications.

Our approach to water management focuses on the use of water for production, and our overarching strategy includes tracking water use, monitoring water risks, tracking legal requirements, assessing water management costs, and prioritizing water efficiency projects where they will have the most benefit. Responsibility for water resource management predominantly resides at the facility level. Discharge of water is typically governed by state and local water permits. We strive for full compliance with our obligations under these permits. We also look for additional opportunities to increase water efficiency and recycle wastewater where feasible. We evaluate our water management by reviewing data on water use intensity, water discharge, and recycling rates. This allows us to evaluate our water usage for each of our operating locations. We have been monitoring annual water use and discharges at our manufacturing facilities since 2012 to better understand where our water sources, what our withdrawal rates are, and the volume, quality and destination of water discharged from our facilities. We have completed a water risk evaluation of our manufacturing locations to identify which of them may be impacted by future water scarcity issues. 28% of facilities are in areas currently classified by the World Resources Institute Aqueduct Water Risk Tool as being extremely high or high for baseline water stress.

Information on water withdrawal, recycling/reuse, and discharge is provided in the [Metrics section](#) of this report.





# 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 strictly 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.](#)



# 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 planet for generations to come.

## Supporting Our Local Communities

IN 2022:

**100+ Communities** served worldwide

**2,600+ Associates** participated

**70 NGOs** supported meeting local needs

**USD \$1.7M Donated**

**8,200+ Hours** volunteered



# Community Service and Charitable Contributions

Avient's long-standing dedication to community engagement is integral to our culture. In a challenging year like 2022, 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.

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.

## Global Giving

United Way remains our most significant philanthropic endeavor, and our associates continue to give generously every year. We have raised over \$19 million for [United Way](#) chapters throughout North America since 2007.



**\$19M+**  
FOR UNITED WAY SINCE 2007

In 2022, we expanded these efforts with our first Global Giving campaign. We partnered with local leaders to identify areas of need and support communities where we operate through donations

and volunteering. As our Global Giving theme states, we undoubtedly did Give, Serve and Inspire. We remain committed to our ongoing efforts to create a positive social impact and help build strong, resilient communities. See more on Global Giving projects on the next page.

## 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.

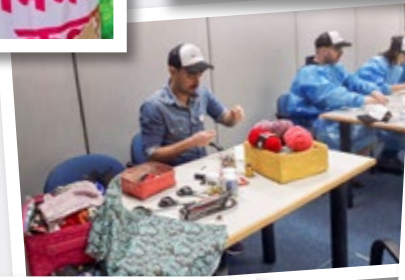
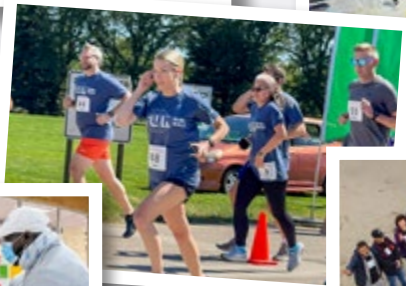
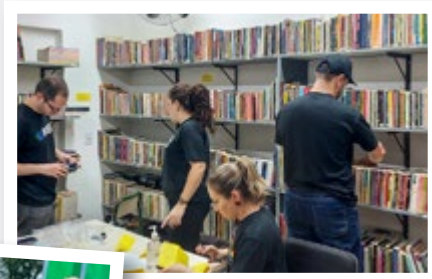
In 2022, Avient PAC contributed \$9,500 to federal candidates in the U.S. and \$15,000 to state candidates in Ohio. No political contributions are made outside the U.S. Avient PAC's Federal Election Commission filings, including listings of contributions, are publicly available at [www.fec.gov](http://www.fec.gov). State of Ohio filings and contributions are publicly available at [www.ohiosos.gov](http://www.ohiosos.gov).





# Global Giving

Over 2,600 Avient associates participated in our inaugural Global Giving campaign, serving more than 100 communities and benefitting 70 non-profit and charity organizations around the world. We volunteered more than 8,200 hours to initiatives ranging from mentorship programs to environmental cleanups and fundraising events.





# Earth Day Clean Up

Associates in Avon Lake picked up waste and litter in the Cleveland Metroparks in honor of Earth Day.



# Earth Day Photo Contest

In celebration of Earth Day, we encouraged our associates to go the extra mile and send us their favorite nature photo. In return, Avient committed to making a donation to plant one tree for each associate that participated. Over 400 trees were planted through One Tree Planted in honor of Earth Day!

The winner of the Earth Day Photo contest appears on this year's Sustainability Report cover. The pictures shown on the right are our five runner-up submissions.

**Photo Contributors:**

*(Clockwise from top right)*

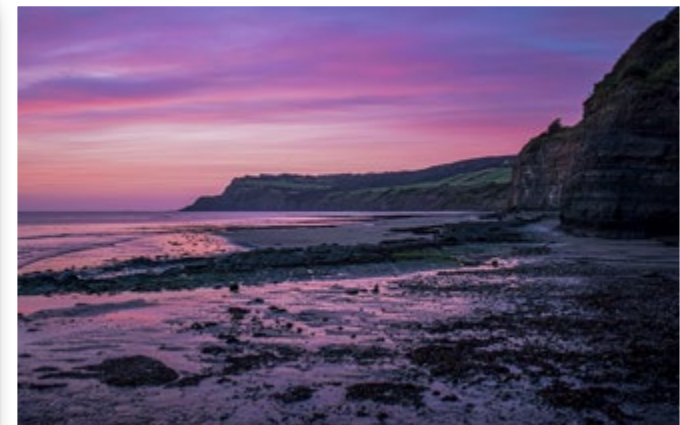
Cappadocia, Türkiye  
by David Marigosu

Yorkshire Coast, England  
by Cat Blackwell

Domaine des Epioux,  
Florenville, Belgium  
by Cécile Latteur

Hoylandswaine, England  
by Sarah Stead

Cortina D'Ampezzo, Italy  
by Alessia Ciuffolini





# PERFORMANCE

Mount Blanc, France by Laurent Gigot

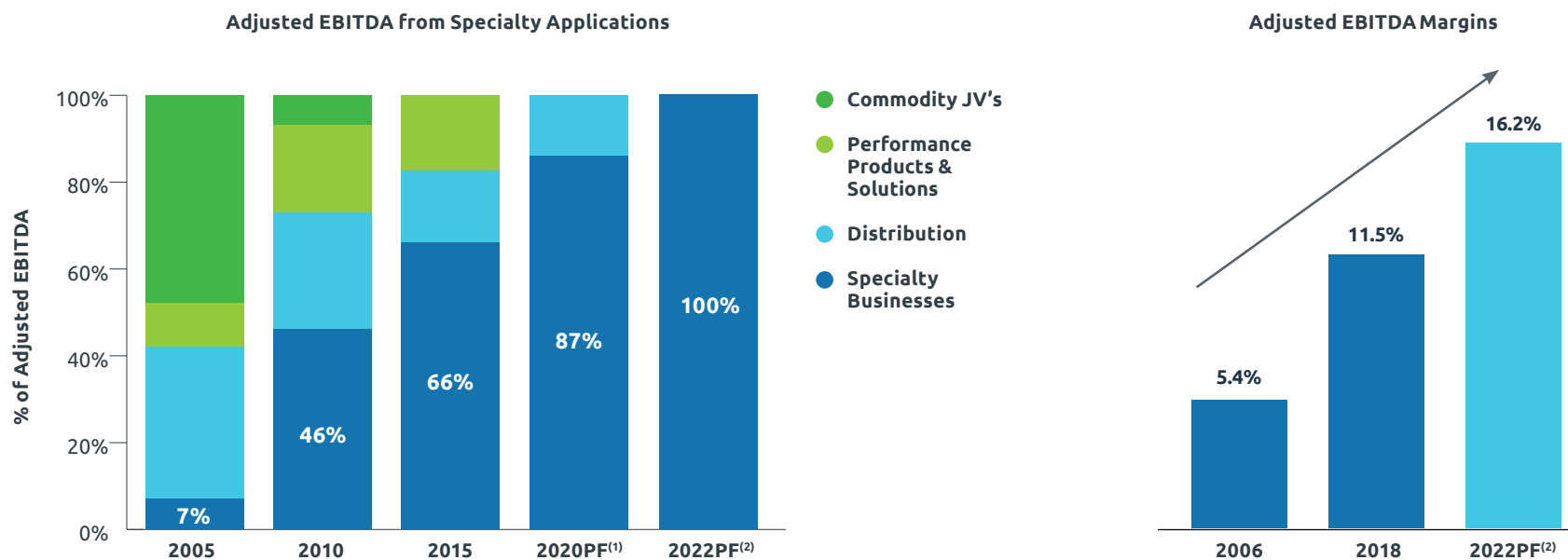
# Performance Overview

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 areas like policies, audit, governance, and global training for our associates on ethics and our [Code of Conduct](#).

Since it was established in 2006, the combined efforts to execute Avient’s four-pillar strategy have been highly successful. Our specialty transformation has created unmistakable value over that period. More recently, with the acquisition of the Protective Materials business of DSM and the divestiture of the Distribution business, we dramatically enhanced our material offerings in line with the strategy we established over a decade ago, and are now a premier formulator of specialized and sustainable solutions, poised for greater growth and margin expansion.

*(continues on next page)*

## Specialty Transformation Expands Margin Profile



<sup>(1)</sup> Pro forma for the acquisition of Clariant Color

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

# Performance Overview

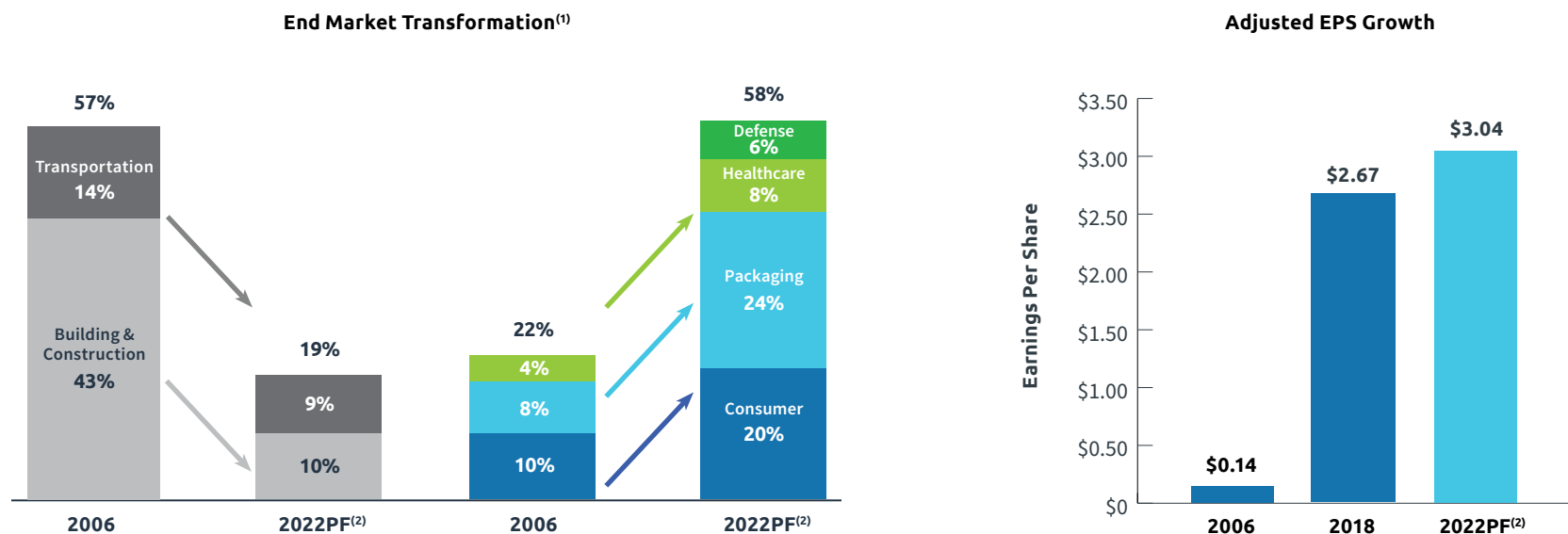
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With the acquisition of Dyneema®, the world’s strongest fiber, and divestiture of Distribution, 2022 was a pivotal and progressive year for Avient and our vision to be a world-class, sustainable organization.

Avient now has unquestionably the strongest portfolio offering in the history of the company. Our end markets are more diverse and less cyclical, better positioning us for unpredictable market conditions and aligning focus toward areas of higher growth. And our investments in innovation, composites, and sustainable solutions has significantly increased the overall earnings profile of the company, which will lead to long-term value creation for our company.

These factors are enabling us to deliver on our fourth P of Performance. It is an unwavering commitment—just as it is with the other three.

## Increased End Market Diversification Provides Sustained EPS Growth



<sup>(1)</sup> End market revenue as a percent of total company revenues  
<sup>(2)</sup> Pro forma for the acquisition of APM and divestiture of Distribution



# Sustainable Solutions Performance

As highlighted in our Products section, Avient has a highly technical and broad portfolio of material 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.

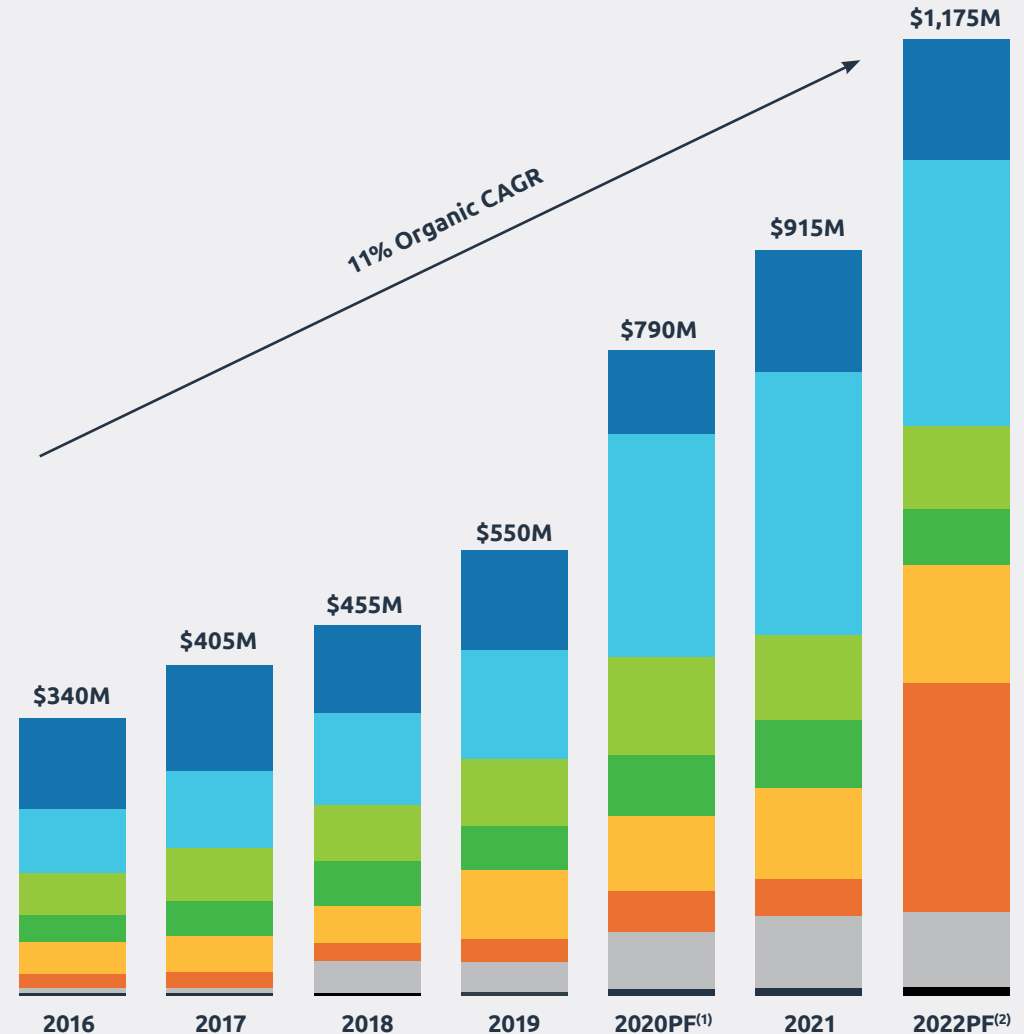
In 2022, we delivered \$1,175 million in sustainable solutions sales, as defined using criteria aligned with the [FTC 2012 Guide for the Use of Environmental Marketing Claims](#). And we did so while yielding sustainable benefits in these eight key areas where our material science is having the most impact.

As we look to the future, we expect these eight areas to gain even more importance among our customers and their end users.

**~1/3** OF OUR TOTAL PORTFOLIO Represented by Sustainable Solutions

## Revenue from Sustainable Solutions\* 2016–2022

- Lightweighting
- Recycle Solutions
- Sustainable Infrastructure
- Reduced Energy Use
- Eco-conscious
- VOC Reduction
- Human Health & Safety
- Biopolymers



Organic Future Growth Revenue Assumptions From Sustainable Solutions: 8–12%

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

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

<sup>(2)</sup>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 strive to uphold 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 fully 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 and reviews trends in ethical and legal matters affecting 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 executive and business leaders across all business segments and each region globally. 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 provide regular updates throughout the year.

Our compliance program is designed to promote and sustain a culture of excellence and we perform internal audits to ensure compliance. To provide assurance and guide continuous improvement for our program, our anti-bribery, anti-corruption program is assessed on a regular basis.

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, 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 includes Legal, Compliance 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





# Enterprise Risk Management

The Enterprise Risk Management (ERM) process is collaborative across Avient’s 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 on an annual basis. Sustainability-related risks are included and evaluated as part of the ERM process, and address potential issues related to People, Products, Planet and Performance.

## ERM Topic Areas:

Brand Positioning & Market Intelligence

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Business Continuity

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Consumer Sentiment Towards Plastics

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COVID-19 Response

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Crisis & Incident Management

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Cyber Security

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Data Privacy

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Demand Trends

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Environmental Social & Governance (ESG) Initiatives

---

Financial & Economic Risks

---

Geopolitical Risks

---

Health & Safety

---

Increasing & Changing Regulation

---

Inflation

---

Innovation Effectiveness

---

Intellectual Property Protection & Maintenance

---

IT systems and Integrations

---

Labor Shortages

---

M&A Execution

---

Quality Systems

---

Raw Material and Energy Availability & Supply Chain Disruptions

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Talent Attraction, Development & Retention

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Third Party Service Providers

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# 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.

Diversity is a key focus area for our global associates and that extends to our Board as well. Forty-two percent of our Directors are female or racially or diverse or considered to be disabled.. 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	AVERAGE AGE	RACIAL DIVERSITY	GENDER DIVERSITY	TOTAL DIVERSITY
<b>8</b> years	<b>61</b>	<b>17%</b>	<b>25%</b> female	<b>42%</b>

# Board of Directors



**Robert M. Patterson**  
Chairman, 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**  
Lead Director,  
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.

[Animal Testing Policy](#)

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[Audit Committee Charter](#)

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[California Transparency in Supply Chains Act Disclosure](#)

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[Code of Conduct](#)

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[Code of Ethics—Applicable to Avient Senior Officers](#)

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[ColorMatrix Europe Limited—Modern Slavery and Human Trafficking Statement](#)

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[Compensation Committee Charter](#)

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[Conflict Minerals Policy](#)

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[Corporate Governance Guidelines](#)

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[Environmental Policy](#)

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[Equal Employment Opportunity](#)

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[Global Chemical Management](#)

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[Global ISO Certificate Library](#)

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[Global Policy on Anti-Bribery and Anti-Corruption](#)

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[Global Policy on Antitrust](#)

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[Governance and Corporate Responsibility Committee Charter](#)

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[Position on Human Rights](#)

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[Privacy Policy](#)

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[Product Stewardship Policy](#)

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[Quality Policy](#)

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[Responsible Care Policy](#)

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[Safety and Health Policy](#)

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[Security Policy](#)

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[Supplier Code of Conduct](#)

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# METRICS

Aldringen, Belgium by Lavinia Bocan

# People Data and Metrics

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

\*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*
<b>ENERGY<sup>1</sup></b>				
Total Energy (GJ)	2,377,860	2,242,291	2,361,107	2,265,482
Energy Intensity (GJ/MT Sales)	5.09	5.04	4.77	5.05
Renewable Electricity (MWh)**	104,880.63	122,505.22	174,701.68	232,488.43
Electric Power (MWh)	461,426.13	439,773.23	460,693.35	439,215.11
Renewable Electricity (%)	23	28	38	53
Renewable Energy (%)	16	20	27	37
Total Self-Generated Energy (GJ)	11,845	14,590	11,461	12,019
Energy Saving Activities (#)	59	74	102	129
Annual Savings from Energy Saving Activities (GJ)	35,573	19,470	72,845	439,347
Capital Invested in Energy Savings (\$MM USD)	1.97	2.43	1.74	5.05
<b>PURCHASED ENERGY (%)</b>				
Purchased Electricity (%)	49.74	51.70	51.05	69.79
Purchased Natural Gas (%)	12.89	14.11	13.46	29.45
Purchased Steam (%)	0.00	0.00	0.00	0.00
Purchased Diesel Fuel (%)	0.87	0.95	1.12	0.76
<b>SOURCES OF PURCHASED ELECTRICITY (%)<sup>2</sup></b>				
Non-Renewable: Coal	46.72	45.53	41.12	40.04
Non-Renewable: Natural Gas	33.69	36.12	17.51	17.41
Non-Renewable: Other Fossil Fuels	0.00	0.00	0.26	0.21
Non-Renewable: Nuclear	11.95	11.37	9.86	9.01
Non-Renewable: Oil	2.16	1.60	1.82	1.70
Renewable: Hydro	3.24	2.23	14.79	15.22
Renewable: Wind	0.70	0.88	7.94	9.02
Renewable: Solar	1.48	2.20	3.76	4.67
Renewable: Biomass	0.06	0.07	2.53	2.44
Renewable: Geothermal	0.00	0.00	0.29	0.28

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

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

\* 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 at <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 category data (Does not include data from APM acquisition)

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



# INDEX



South of France by Benoit De Meersman



## 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 2022 Annual Report</a> —Form 10-K Cover Page
102-4	Location of operations	<a href="#">Where We Are: Global Locations</a> Page 15 <a href="#">Avient 2022 Annual Report</a> —Form 10-K Page 13
102-5	Ownership and legal form	<a href="#">Avient 2022 Annual Report</a> —Form 10-K Cover Page
102-6	Markets served	<a href="#">About Us—Communities and Customers Counting on Avient</a> Page 16 <a href="#">Avient 2022 Annual Report</a> —Form 10-K Page 13
102-7	Scale of the organization	<a href="#">Avient 2022 Annual Report</a> —Form 10-K Pages 2-7, 37-38
102-8	Information on employees and other workers	<a href="#">Avient 2022 Annual Report</a> —Form 10-K Page 5 <a href="#">People—Workforce Demographics</a> Page 31 Currently we report on the number of associates. A majority of associates have full-time contracts.
102-9	Supply chain	<a href="#">Avient 2022 Annual Report</a> —Form 10-K Page 5
102-10	Significant changes to the organization and its supply chain	<a href="#">Avient 2022 Annual Report</a> —Form 10-K Page 18
102-11	Precautionary Principle or approach	<a href="#">Avient 2022 Annual Report</a> —Form 10-K Page 8-12
102-12	External initiatives	<a href="#">About Us—Who We Are</a> Page 12 <a href="#">People—Security, Becoming an Even Better Place to Work</a> Page 23, Page 40 <a href="#">Products—Strategic Partnerships and Alliances</a> Page 56
102-13	Membership of associations	<a href="#">Strategic Partnerships and Alliances</a> Page 56 Alliance to End Plastic Waste American Composites Manufacturers Association Association of Plastic Recyclers (APR) Operation Clean Sweep PET Container Recycling Europe (PetCore) Plastics Recyclers Europe (PRE) RecyClass Responsible Mica Initiative The Microfibre Consortium (TMC) UK Plastic Pact

GRI Standard	Disclosure Title	Avient Disclosures
<b>General Disclosures</b>		
<b>Strategy</b>		
102-14	Statement from senior decision-maker	<a href="#">2022 Sustainability Report—Message from the CEO</a> Page 3
102-15	Key impacts, risks, and opportunities	<a href="#">Avient 2022 Annual Report—Form 10-K</a> Page 7-12 <a href="#">Products—Innovation: Formulating for the Future</a> Page 42
<b>Ethics &amp; Integrity</b>		
102-16	Values, principles, standards, and norms of behavior	<a href="#">About Us—Who We Are</a> Page 12 <a href="#">Avient 2022 Annual Report—Vision and Strategy</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Performance—Ethics Hotline and Reporting</a> Page 78
<b>Governance</b>		
102-18	Governance structure	<a href="#">Performance—Board of Directors Governance</a> Page 80 <a href="#">People—Management Approach: EH&amp;S</a> Page 19 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 13-14 & 69 <a href="#">Avient 2023 Proxy Statement—Pages 14-16</a> <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 80 <a href="#">People—Management Approach: EH&amp;S</a> Page 19 <a href="#">People—Management Approach: Training and Development</a> Page 24 <a href="#">People—Management Approach: Diversity &amp; Inclusion</a> Page 27 <a href="#">Products—Management Approach: Product Stewardship</a> Page 51 <a href="#">Products—Management Approach: Supplier Collaboration</a> Page 54 <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 2022 Annual Report—Form 10-K</a> Pages 13-14, & 69 <a href="#">Performance—Board of Directors Governance</a> Page 80-81
102-23	Chair of the highest governance body	<a href="#">Avient 2023 Proxy Statement—Page 22</a>
102-24	Nominating and selecting the highest governance body	<a href="#">Performance—Board of Directors Governance</a> Page 80-81 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 13-14 <a href="#">Avient 2023 Proxy Statement</a> Page 17 <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 80-81 <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 80-81 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 13-14 & 69 <a href="#">Avient 2023 Proxy Statement</a> Pages 46-48 <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 80-81 <a href="#">Avient 2023 Proxy Statement</a> Pages 14-16
102-28	Evaluating the highest governance body's performance	<a href="#">Performance—Board of Directors Governance</a> Page 80-81 <a href="#">Avient 2023 Proxy Statement</a> Pages 49-53 <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>		
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">Performance—Board of Directors Governance</a> Page 80–81 <a href="#">People—Management Approach: EH&amp;S</a> Page 19 <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 (ERM); Board of Directors Governance</a> ; Pages 79, 80 <a href="#">Avient 2023 Proxy Statement</a> Pages 46–47 <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 (ERM); Board of Directors Governance</a> ; Pages 79, 80 <a href="#">Avient 2023 Proxy Statement</a> Page 46–47, 51 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
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—Board of Directors Governance</a> Page 80–81 <a href="#">Avient 2023 Proxy Statement</a> Page 46–47, 51 <a href="https://www.avient.com/investors/governance">https://www.avient.com/investors/governance</a>
102-33	Communicating critical concerns	<a href="#">Performance—Board of Directors Governance</a> Page 80–81 <a href="#">Avient 2023 Proxy Statement</a> Page 46–48, 51 <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 2022 Annual Report—Form 10-K</a> Pages 56–57
102-35	Remuneration Policies	<a href="#">Avient 2023 Proxy Statement</a> Pages 66–72, 75–84
102-36	Process for determining remuneration	<a href="#">Avient 2023 Proxy Statement</a> Pages 66–72
102-37	Stakeholders' involvement in remuneration	<a href="#">Avient 2023 Proxy Statement</a> Pages 66–67
102-38	Annual total compensation ratio	<a href="#">Avient 2023 Proxy Statement</a> Page 85
<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 31
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 2022 Annual Report—Form 10-K</a> Page 2–3 We operate in three reportable segments: (1) Color, Additives and Inks; (2) Specialty Engineered Materials; and (3) Distribution.
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.

GRI Standard		Disclosure Title	Avient Disclosures
<b>General Disclosures</b>			
<b>Reporting Practice</b>			
102-47	List of material topics	<a href="#">People—Occupational Safety &amp; Health; Management Approach: Training and Development; Management Approach: Diversity &amp; Inclusion</a> Page 21, 24, 27 <a href="#">Products—Management Approach: Product Stewardship; Management Approach: Supplier Collaboration</a> Page 51, 54 <a href="#">Planet—Reducing Emissions; Waste: Preventing, Minimizing, Eliminating</a> Pages 61, 63 <a href="#">Performance Overview</a> Page 74	
102-48	Restatements of information	EHS Metrics includes estimated full year performance of APM acquisition	
102-49	Changes in reporting	No change	
102-50	Reporting period	January 1, 2022 through December 31, 2022	
102-51	Date of most recent report	This is Avient's 5 <sup>th</sup> sustainability report.	
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 74	
201-1	Direct economic value generated and distributed	<a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 18–19	
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Avient 2022 Annual Report—Form 10-K</a> Page 9–10 <a href="#">Performance—Enterprise Risk Management (ERM)</a> Page 79 <a href="#">Planet—Climate Change, Energy and Greenhouse Gas (GHG) Emissions</a> Page 59	
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 24 & 41	
<b>GRI 205: Anti-Corruption</b>			
103-1, 2 and 3	Management approach – GRI 103	<a href="#">Performance—The Highest Ethical Standards</a> Page 77 <a href="#">Avient Code of Conduct</a>	
205-1	Operations assessed for risks related to corruption	<a href="#">Products—Management Approach: Supplier Collaboration</a> Page 54 <a href="#">Performance—The Highest Ethical Standards; Enterprise Risk Management (ERM)</a> Pages 77, 79 <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 77 <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 2022. <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 2022.	

GRI Standard	Disclosure Title	Avient Disclosures
<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: Material Science</a> Page 13 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Page 3
301-2	Recycled input materials used	<a href="#">Products—How Our Products Enable Sustainability</a> Page 44
301-3	Reclaimed products and their packaging materials	<a href="#">Products—How Our Products Enable Sustainability</a> Page 44
<b>GRI 302: Energy</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 58–59 <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 58–59 <a href="#">Metrics—Planet Data and Metrics</a> Page 85
302-2	Energy consumption outside of the organization	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 58–59 <a href="#">Metrics—Planet Data and Metrics</a> Page 85
302-3	Energy intensity	<a href="#">Metrics—Planet Data and Metrics</a> Page 85 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 58–59 <a href="#">Metrics—Planet Data and Metrics</a> Page 85
302-5	Reductions in energy requirements of products and services	<a href="#">Products—How Our Products Enable Sustainability</a> Page 44 <a href="#">Metrics—Planet Data and Metrics</a> Page 85
<b>GRI 303: Water and Effluents</b>		
303-1	Interactions with water as a shared resource	<a href="#">Planet—Climate Change; Water Intensity and Biodiversity</a> Pages 59, 66 <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—Climate Change; Water Intensity and Biodiversity</a> Pages 59, 66 <a href="#">Metrics—Planet Data and Metrics</a> Page 87
<b>GRI 305: Emissions</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 58, 59 <a href="#">Metrics—People and Planet Data and Metrics</a> Page 84–87
305-1	Direct (Scope 1) GHG emissions	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 58, 59 <a href="#">Metrics—Planet Data and Metrics</a> Page 86
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 58, 59 <a href="#">Metrics—Planet Data and Metrics</a> Page 86
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 58, 59 <a href="#">Metrics—Planet Data and Metrics</a> Page 86
305-4	GHG emissions intensity	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 58, 59 <a href="#">Metrics—Planet Data and Metrics</a> Page 86
305-5	Reduction of GHG emissions	<a href="#">Planet—Protecting Our Planet; Climate Change</a> Pages 58, 59 <a href="#">Metrics—Planet Data and Metrics</a> Page 86
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<a href="#">Planet—Conventional Air Emissions</a> Page 67 <a href="#">Metrics—Planet Data and Metrics</a> Page 86



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 63–64 <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 63–64
306-2	Management of significant waste-related impacts		<a href="#">Planet—Waste: All Sections</a> Pages 63–64
306-3	Waste generated		<a href="#">Planet—Waste: All Sections</a> Pages 63–64 <a href="#">Metrics—Planet Data and Metrics</a> Page 86
306-4	Waste diverted from disposal		<a href="#">Planet—Waste: All Sections</a> Pages 63–64 <a href="#">Metrics—Planet Data and Metrics</a> Page 86
306-5	Waste directed to disposal		<a href="#">Planet—Waste: All Sections</a> Pages 63–64 <a href="#">Metrics—Planet Data and Metrics</a> Page 86
<b>GRI 307: Environmental Compliance</b>			
103-1, 2 and 3	Management approach—GRI 103		<a href="#">People—Management Approach: EH&amp;S</a> Page 19 <a href="#">Products—Management Approach: Product Stewardship</a> Page 51 <a href="#">Planet—Protecting Our Planet</a> Page 58 <a href="#">Avient 2022 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—Management Approach: Product Stewardship</a> Page 51 <a href="#">Avient 2022 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—Management Approach: Supplier Collaboration</a> Page 54 <a href="#">Avient Supplier Code of Conduct</a>
308-1	New suppliers that were screened using environmental criteria		<a href="#">Products—Management Approach: Supplier Collaboration</a> Page 54
308-2	Negative environmental impacts in the supply chain and actions taken		<a href="#">Products—Management Approach: Supplier Collaboration</a> Page 54
<b>Social Topic Disclosures</b>			
<b>GRI 401: Employment</b>			
103-1, 2 and 3	Management approach—GRI 103		<a href="#">People—Management Approach: Training and Development</a> Page 24; <a href="#">Diversity &amp; Inclusion: Leading from the Top</a> Page 26; <a href="#">Management Approach: Diversity &amp; Inclusion</a> Page 27
401-1	New employee hires and employee turnover		<a href="#">People—Workforce Demographics</a> Page 31 We hired 1529 new associates in 2022 (this number includes our acquisition, APM).
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 32, 34
401-3	Parental leave		<a href="#">People—Health and Wellness</a> Page 34

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—Management Approach: EH&amp;S</a> Page 19 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 5-7 <a href="#">Avient's Position on Human Rights</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—Management Approach: EH&amp;S</a> Page 19 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 5-7 <a href="#">People—Occupational Safety &amp; Health</a> Page 21 <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—Management Approach: EH&amp;S</a> Page 19 <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 21
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">People—Management Approach: EH&amp;S</a> Page 19 <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—Management Approach: EH&amp;S</a> ; <a href="#">People—Management Approach: Training and Development</a> Pages 19, 24
403-6	Promotion of worker health	<a href="#">People—Occupational Safety &amp; Health</a> ; <a href="#">Health and Wellness</a> Pages 21, 34
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">People—Management Approach: EH&amp;S</a> Page 19 <a href="#">Products—Management Approach: Product Stewardship</a> ; <a href="#">Management Approach: Supplier Collaboration</a> Pages 51, 54 <a href="#">Avient 2022 Annual Report—Form 10-K</a> 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—Management Approach: EH&amp;S</a> Page 19 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 5-7
403-9	Work-related injuries	<a href="#">People—Management Approach: EH&amp;S</a> Page 19 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 5-7 <a href="#">Metrics—People and Planet Data and Metrics</a> Pages 84-85
403-10	Work-related ill health	<a href="#">People—Management Approach: EH&amp;S</a> Page 19 <a href="#">Avient 2022 Annual Report—Form 10-K</a> Pages 5-7 <a href="#">Metrics—People and Planet Data and Metrics</a> Pages 84-85
<b>GRI 404: Training &amp; Education</b>		
10-1, 2 and 3	Management approach—GRI 103	<a href="#">People—Management Approach: Training and Development</a> Page 24
404-1	Average hours of training per year per employee	<a href="#">People—Management Approach: Training and Development</a> ; <a href="#">Career Training and Performance Feedback</a> Pages 24, 35 In 2022, associates received 142,000 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 35
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">People—Career Training and Performance Feedback</a> Page 35

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: Leading from the Top; Management Approach: Diversity &amp; Inclusion</a> Pages 26, 27
405-1	Diversity of governance bodies and employees	<a href="#">People—Diversity and Inclusion: Leading from the Top; Workforce Demographics</a> Pages 26, 31
<b>GRI 406: Non-discrimination</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">People—Management Approach: Diversity &amp; Inclusion</a> Page 27
406-1	Incidents of discrimination and corrective actions taken	<a href="#">People—Management Approach: Training and Development; Management Approach: Diversity &amp; Inclusion</a> Pages 24, 27 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—Management Approach: Supplier Collaboration</a> Page 54 <a href="#">Avient’s Position on Human Rights</a> Page 33 <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—Management Approach: Supplier Collaboration</a> Page 54 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—Management Approach: Supplier Collaboration</a> Page 54 <a href="#">Avient’s Position on Human Rights</a> Page 33 <a href="#">Avient Supplier Code of Conduct</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Product—Management Approach: Supplier Collaboration</a> Page 54 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—Management Approach: Supplier Collaboration</a> Page 54 <a href="#">Avient’s Position on Human Rights</a> Page 33 <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—Management Approach: Supplier Collaboration</a> Page 54 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 77
<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 69
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Planet—Community Service &amp; Charitable Contributions</a> Page 69 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—Management Approach: Supplier Collaboration</a> Page 54 <a href="#">Avient Supplier Code of Conduct</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Product—Management Approach: Supplier Collaboration</a> Page 54
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Product—Management Approach: Supplier Collaboration</a> Page 54
<b>GRI 415: Public Policy</b>		
415-1	Political contributions	<a href="#">Planet—Political Contributions</a> Page 69
<b>GRI 416: Customer Health and Safety</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">Product—Management Approach: Product Stewardship</a> Page 51
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Product—Management Approach: Product Stewardship</a> Page 51
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Product—Management Approach: Product Stewardship</a> Page 51
<b>GRI 417: Marketing and Labeling</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">Product—Management Approach: Product Stewardship</a> Page 51
417-1	Requirements for product and service information and labeling	<a href="#">Product—Management Approach: Product Stewardship</a> Page 51
417-2	Incidents of non-compliance concerning product and service information and labeling	<a href="#">Product—Management Approach: Product Stewardship</a> Page 51
417-3	Incidents of non-compliance concerning marketing communications	<a href="#">Product—Management Approach: Product Stewardship</a> Page 51
<b>GRI 418: Customer Privacy</b>		
103-1, 2 and 3	Management approach—GRI 103	<a href="#">People—Security</a> Page 23
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.

## 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: 34,792 MT CO <sub>2</sub> e <a href="#">Metrics—Planet Metrics</a> Page 86
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> Pages 59–60
<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: 0.25 MT 2. SOx: 12.96 MT 3. VOCs: 563.96 MT 4. HAPs: 6.96 MT <a href="#">Metrics—Planet Metrics</a> Page 86
<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: 2,265,482 GJ 2. % Grid electricity: 69.79% 3. % renewable electricity: 53% 4. Total self-generated: 12019 GJ <a href="#">Metrics—Planet Metrics</a> Page 85
<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: 1,738 thousand m3 2. Percentage of total water withdrawn and consumed from regions of high water stress: 28% <a href="#">Metrics—Planet Metrics</a> Page 87
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Total Water-Related Number of Violations: 0 <a href="#">Metrics—Planet Metrics</a> Page 87
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 and Biodiversity</a> Page 66
<b>Hazardous Waste Management</b>		
Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	Total Hazardous Waste: 3,850 MT Total Hazardous Waste Recycled: 41%

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 Position on Human Rights. 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: 0.51 2. TRIR for Contractors: 0.00 3. Fatality rate for contractors and direct employees is both 0.00 <a href="#">Metrics—People Metrics</a> Page 84
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—Management Approach: EH&amp;S</a> Page 19
<b>Product Design for Use-phase Efficiency</b>		
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	\$1,175 million <a href="#">Performance—Sustainable Solutions Performance</a> Page 76
<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 2022 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—Management Approach: Product Stewardship</a> Page 51



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 53  <a href="#">Global Chemical Management Policy</a>  <a href="#">Management Approach: Product Stewardship—Strategy</a> Page 51</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. <a href="#">Performance—The Highest Ethical Standards</a>; <a href="#">Ethics Hotline</a>; <a href="#">Enterprise Risk Management</a> Pages 77, 78, 79  <a href="#">Avient 2022 Annual Report</a>—Form 10-K Pages 8–14</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 84</p>
Number of transport incidents	RT-CH-540a.2	<p>Number of Transport Incidents: 0</p> <p><a href="#">Metrics—People Metrics</a> Page 84</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 14                  Geography: 40% US/Canada, 37% EMEA, 18% Asia, 5% Latin America                  End Market: 20% Consumer, 24% Packaging, 8% Healthcare, 15% Industrial, 9% Transportation, 10% Building and Construction, 4% Telecommunications, 4% Energy, 4% Defense                  Part of this metric was omitted due to lack of availability (production, in units, per reportable segment).  <a href="#">About Us—Revenue by Geography and End Market</a> Page 14</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 59 <a href="#">Avient 2023 Proxy Statement</a> Pages 47–49, 51 <a href="#">2022 CDP Climate Change Response—C1.1b</a>
Describe management’s role in assessing and managing climate-related risks and opportunities	<a href="#">Message from Avient’s VP of Sustainability</a> Page 17 <a href="#">People—Management Approach EH&amp;S</a> Page 19 <a href="#">Planet—Climate Change</a> Page 59 <a href="#">2022 CDP Climate Change Response—C1.2, C1.2a</a>
<b>Strategy</b>	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<a href="#">2022 CDP Climate Change Response—C2.1, C2.2C, C2.3a, C2.4a</a>
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	<a href="#">2022 CDP Climate Change Response—C2.5, C2.6</a>
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<a href="#">2022 CDP Climate Change Response—C3.1a, C3.1g</a>
<b>Risk Management</b>	
Describe the organization’s processes for identifying and assessing climate-related risks	<a href="#">Planet—Climate Change</a> Page 59 <a href="#">2022 CDP Climate Change Response—C2.2, C2.2a, C2.2b</a>
Describe the organization’s processes for managing climate-related risks	<a href="#">Planet—Climate Change</a> Page 59 <a href="#">2022 Climate Change Response—C2.2, C2.2d</a>
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 59 <a href="#">2022 CDP Climate Change Response—C2.2, C3.1c</a>
<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 59 <a href="#">2022 CDP Climate Change Response—C6.1, C6.2, C6.3, C6.5</a>
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	<a href="#">Metrics—People and Planet Data and Metrics</a> Pages 84–85 <a href="#">Planet—Climate Change</a> Page 59 <a href="#">2022 CDP Climate Change Response—C6.1, C6.2, C6.3, C6.5</a>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<a href="#">Metrics—People and Planet Data and Metrics</a> Pages 84–85 <a href="#">2030 Sustainability Goals</a> Page 7 <a href="#">2022 CDP Climate Change Response—C4</a>

# 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.

CLIMATE-RELATED IMPACTS		POTENTIAL IMPACT ON BUSINESS							POTENTIAL FINANCIAL IMPACTS				POTENTIAL OPPORTUNITIES		
		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
TRANSITION	<b>POLICY AND LEGAL</b>														
	Risk of regulatory change (carbon pricing)	S/M/L				✓			✓		✓		✓		✓
	<b>ENERGY TECHNOLOGY</b>														
	Risk of energy disruption	M				✓				✓	✓	✓	✓		
	Opportunity to reduce resource consumption	S/M/L									✓		✓	✓	
	Opportunity for new technology to enable use of sustainable feedstocks	M								✓			✓	✓	✓
	<b>MARKET</b>														
	Risk of decreased availability of raw materials	M	✓		✓	✓				✓	✓				
	Risk of product alternatives	M	✓				✓	✓		✓					
	Opportunity for products with low environmental impact	S/M/L								✓			✓	✓	✓
<b>REPUTATION</b>															
Risk of perceived inadequacy of climate action	M/L					✓	✓		✓						
PHYSICAL	<b>ACUTE</b>														
	Risk of extreme temperatures	S/M/L		✓	✓	✓				✓	✓				
	Risk of hurricanes/wind	S/M/L			✓					✓	✓	✓	✓		
	Risk of flooding	S/M/L			✓					✓	✓	✓	✓		
	<b>CHRONIC</b>														
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. The following pro forma adjustments are referenced by management to provide comparable business performance by incorporating the APM business in periods prior to the acquisition date (September 1, 2022). Financial information referenced here is provided to aid in reconciling back to the most comparable GAAP figures.

	Year Ended December 31,		
	2006	2018	2022
<b>Reconciliation to EBITDA and Adjusted EBITDA</b>			
Sales	\$ 2,622.4	\$ 3,533.4	\$ 3,396.9
APM pro forma adjustments - 8 months 2022*			256.1
Pro forma sales			<u>\$ 3,653.0</u>
Net income from continuing operations – GAAP	\$ 133.5	\$ 160.8	\$ 83.1
Income tax expense (benefit)	29.7	36.4	(19.3)
Interest expense	63.1	62.8	119.8
Depreciation and amortization	57.1	91.5	162.5
EBITDA	<u>\$ 283.4</u>	<u>\$ 351.5</u>	<u>\$ 346.1</u>
Special items, before income tax	(34.0)	59.5	194.0
Interest expense included in special items	—	—	(26.0)
Depreciation and amortization included in special items	—	(3.0)	(5.5)
JV - equity income	(107.0)	—	—
APM pro forma adjustments - 8 months 2022*	—	—	83.1
Adjusted EBITDA	<u>\$ 142.4</u>	<u>\$ 408.0</u>	<u>\$ 591.7</u>
EBITDA as a % of sales	5.4 %	11.5 %	16.2 %
<b>Reconciliation of Pro Forma Adjusted EPS</b>			
	<b>2006</b>	<b>2018</b>	<b>2022</b>
Net income from continuing operations attributable to Avient common shareholders	\$ 130.9	\$ 161.1	\$ 82.8
Joint venture equity earnings, after tax	(68.5)	—	—
Special items, after tax	(21.2)	44.6	144.6
Special items, tax adjustments	(30.0)	(10.4)	(28.4)
Amortization expense, after tax	1.4	19.5	49.0
Adjusted net income from continuing operations attributable to Avient common shareholders	<u>\$ 12.6</u>	<u>\$ 214.8</u>	<u>\$ 248.0</u>
Pro forma adjustments*			13.6
APM pro forma amortization expense, after tax*			19.1
Pro forma adjusted net income from continuing operations attributable to Avient shareholders			<u>\$ 280.7</u>
Diluted shares	92.8	80.4	92.2
Adjusted EPS attributable to Avient common shareholders	\$ 0.14	\$ 2.67	\$ 3.04

\* Pro forma adjustment to reflect APM results for the period before Avient ownership including the impacts of debt financing and paydown of debt with net proceeds from the Distribution sale.



## 2022 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 2022 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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