

For Internal Use Only - Company Confidential

Author: Human Resources	Approved: Lisa A. Ahart Vice President, US Corporate Human Resources, EH&S 
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Subject: EEO Policy Statement

1.0 PURPOSE

- 1.1 Toray is committed to preventing, stopping and remedying all forms of discrimination that occur in our workplace.

2.0 RESPONSIBILITY

- 2.1 Management is accountable for keeping our workplace free from discrimination and ensuring that we provide equal employment opportunity for all in our workforce or those seeking to become members of our workforce.

3.0 SCOPE

- 3.1 This policy applies to all employees of Toray.

4.0 POLICY

- 4.1 Toray is committed to providing equal employment opportunities for all applicants and employees. Toray prohibits discrimination against any applicant or employee based on the following legally protected characteristics: race, color, religion, creed, sex, sexual orientation, gender identity, pregnancy (including childbirth, lactation and related medical conditions), age (40 and over), national origin or ancestry, physical or mental disability, genetic information (including testing and characteristics) or any other consideration protected by federal, state or local laws.
- 4.2 In accordance with applicable law, Toray will extend all legal rights and responsibilities to same sex spouses on the same basis as it extends those rights and responsibilities to opposite sex spouses.

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- 4.3 Toray's success depends on the excellence and loyalty of its people. Toray cannot afford to reject or limit its own future success by rejecting or limiting the opportunities of any individual. To this end, the Company will recruit, hire, train and promote persons in all job titles and ensure that all other personnel actions administered without regard to any such legally protected statuses and we will ensure that all employment decisions are based only on valid job requirements.
- 4.4 Toray is a federal sub-contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973 as amended (Section 503). Toray is committed to equal employment opportunity and it is the Company's policy to take affirmative action to employ and advance in employment protected veterans and individuals with disabilities. The Company will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operations of our business.
- 4.5 As, President and CEO, I support our company's Affirmative Action Program. Our Affirmative Action Plan is designed to ensure equal employment opportunity for all qualified men and women. Equal employment opportunity extends to all personnel actions including recruitment, hiring, training, promotion, compensation, benefits, transfers, social activities, and facilities.
- 4.6 Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act or practice made unlawful by section 503 VEVRAA or their implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations in this part.

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- 4.7 Toray's affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities have had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations and document actions taken to comply with these obligations.
- 4.8 I have delegated responsibility for implementing our affirmative action program to Lisa A. Ahart, Vice President, US Corporate Human Resources and EHS.
- 4.9 Toray's employees and applicants may review the non-confidential portions of the affirmative action plan during regular business hours. Please contact Lisa A. Ahart, Vice President, US Corporate Human Resources and EHS at lisa.ahart@toraytpa.com or 401-294-4511 during normal business hours to review the affirmative action plan.
- 4.10 We ask each employee to cooperate in furthering the principle of equal employment opportunity.

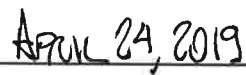
5.0 PROCEDURE

- 5.1 Management is reminded of their responsibility to prevent, document, and promptly correct discriminatory and / or harassing conduct in the workplace.

Any employee who feels that he or she has been subjected to any form of discrimination should follow Toray's Complaint Procedure. If Toray determines that this Policy has been violated, corrective action up to and including termination will be taken.



Michael F. Brandmeier
President and CEO



Date