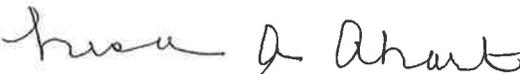


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Author: Human Resources	Approved: Lisa A. Ahart Vice President Human Resources, EH&S 
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Subject: Pay Transparency Policy

1.0 PURPOSE

- 1.1 To ensure compliance with Executive Order 11246 as amended by Executive Order 13665, which prohibits policies, and practices that, prevent applicants and employees from freely discussing their pay. Executive Order 13665 of April 8, 2014 – Non-retaliation for Disclosure of Compensation Information.

2.0 RESPONSIBILITY

- 2.1 All TPA Management.

3.0 SCOPE

- 3.1 All TPA employees and applicants.

4.0 PAY TRANSPARENCY POLICY STATEMENT

- 4.1 Toray Plastics (America) Inc. will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing or action, including an investigation conducted by the employer or (c) consistent with the contractor's legal duty to furnish information.

5.0 PROCEDURE

- 5.1 Management is reminded of their responsibility to prevent, document and promptly correct discriminatory conduct in the workplace.
- 5.2 Any employee who feels 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.

HUMAN RESOURCES
POLICY AND PROCEDURE

Pay Transparency Policy Statement

The Pay Transparency Policy Statement effective April 24, 2019 is approved for distribution by Mike Brandmeier, President, Toray Plastics (America), Inc.



Signature of President



Date