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January 2019

## OLIN'S COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

To All Olin Employees:

Olin Corporation is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, creed, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

Olin Corporation is committed to providing equal employment opportunities to all employees and job applicants. As Chairman, President and Chief Executive Officer, I reaffirm both the commitment of the company and my personal commitment to fair employment practices. I believe that we can draw strength and competitive advantages from a diverse workforce. This means everyone must be afforded equal opportunities to learn, excel, and make meaningful contributions to Olin and our customers.

Fundamentally, equal opportunity means that every employment-related decision and action must be based on qualifications, performance, potential, or other legitimate business-related factors. This applies to every phase of the employment process -- from hiring and training to compensation, promotion and disciplinary action.

Valerie Peters, Vice President, Human Resources, has the overall responsibility for monitoring fair employment practices within Olin. In addition, all managers and supervisors are required to comply with equal opportunity principles and guidelines. This commitment to equal employment opportunities, however, cannot rest with management alone. Each of us has a responsibility to help maintain an environment in which everyone is treated fairly and with respect.

Throughout Olin Corporation's long history, we have drawn strength and success from the dedication of our employees, many whom have spent decades with our company. As we continue to build and grow Olin's businesses, we will continue to work to provide every employee with equal opportunities to excel and make a difference, thereby helping to make Olin the best it can be.

A handwritten signature in black ink that reads "John E. Fischer".

John E. Fischer  
Chairman, President & CEO