



HUMAN RIGHTS POLICY

Myers Industries, Inc., and its affiliated subsidiaries and divisions (collectively, “**Myers**”), strives to respect and promote human rights as a fundamental value.

This Human Rights Policy (“Policy”) sets forth Myers’ commitment to respecting and serving our employees, strategic business partners, customers and respective communities while being stewards of our facilities and the environment.

APPLICABILITY

Myers has adopted its Human Rights Policy to be applicable to all the Myers’ operations. Moreover, Myers desires that its suppliers (i.e., those entities Myers does business with) also reflect Myers’ policies regarding human rights as set forth in Myers’ Supplier Code of Conduct.

CHILD LABOR

Myers will not employ anyone under the age of 16 in any position. Myers will comply with all state and federal laws in the employment of people under the age of 18, including requiring proper work permits and enforcing restrictions from hazardous work and restricted work hours.

FORCED LABOR

Myers will not use or tolerate the use of forced, debt-bonded, indentured, slave or harmful child labor or human trafficking in its business or supply chain, nor will we knowingly accept products or services from suppliers that employ or utilize child or forced labor in any manner. This includes recruiting, harboring, transporting, providing, receiving or obtaining of a person for labor services using force, fraud, coercion or abduction for the purpose of involuntary servitude, peonage, debt bondage or slavery.

Myers will not destroy, conceal, hold or otherwise deny access by employees to their identity or immigration documents, such as passports, work permits or drivers’ licenses, regardless of issuing authority, except where the holding of such document by the employer is required by law.

NO DISCRIMINATION, ABUSE OR HARASSMENT OF ANY KIND

Myers insists that all Myers’ employees treat their co-workers, as well as employees of our customers, suppliers and contractors, with respect. Myers will not tolerate any sexual or other illegal harassment, disrespectful or inappropriate behavior, physical or verbal abuse or bullying or any other form of intimidation, unfair treatment or retaliation of any kind.

Myers is an equal opportunity employer. We prohibit discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, pregnancy, genetic information, citizenship status, sexual orientation, gender identity or expression, or any other reason prohibited by law. The bases for recruitment, hiring, placement, development, training, compensation and advancement at Myers are qualifications, performance, skills and experience.

HEALTH AND SAFETY

Myers will furnish a safe, clean and secure environment for all personnel, products and data, and will provide safety and security training to our employees. We will comply with all applicable laws that govern the safety and health of our employees.

WAGES/RECORDS

Myers will comply with all applicable compensation laws, including those related to minimum wage, working hours, rest periods and overtime work. Employees will be given access to either digital or hard copy records/pay stubs regarding each pay period an employee works.

FREEDOM OF ASSOCIATION

Myers acknowledges the rights of our employees to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue and bargaining in good faith with their freely chosen representatives.

ENVIRONMENTAL PROTECTION

Myers will comply with all environmental laws, including laws and international treaties relating to waste disposal, emissions, discharges, and hazardous and toxic material handling.

COMPLIANCE WITH LAWS

Myers will comply with all national and local laws and regulations, including international treaties concerning human rights, social rights and labor rights, consistent with the principles of the United Nations International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

SUPPLIERS

As stated above, Myers seeks to do business with manufacturers, distributors, vendors, and other suppliers who share our commitment to human rights and favorable working conditions. The expectation is that suppliers and contractors that wish to do business with Myers will follow all state and national laws and international treaties concerning human rights and employment, consistent with the United Nations International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

VIOLATIONS

Myers' Human Rights Policy is implemented by the Myers' Vice President, Human Resources, and non-compliance with this Policy may result in disciplinary action, up to and including termination of employment.

REPORTING

Any employee who has questions regarding this Policy or would like to confidentially report a potential

violation of this Policy should communicate with their local management or Human Resources Department.

Employees may also report concerns to the Myers' EthicsPoint toll free hotline at 877-285-4145 or access the Myers' EthicsPoint website portal (<http://myersindustries.ethicspoint.com>). The hotline and the website portal are available worldwide, 24 hours a day, 7 days a week.

There will be no reprisal or retaliatory action taken against any employee who raises a concern. All concerns will be thoroughly investigated. Myers will address and respond to any concern raised by employees and will take the appropriate action to remedy any violation of this Policy.

RELATED DOCUMENTS

Myers Industries, Inc. Code of Business Conduct and Ethics Myers Industries, Inc. Supplier Code of conduct

Attachments

Revision	Effective Date	Corporate Sponsor	Reason for Revision
Original	August 1, 2020	Legal	ORIGINAL
Revised	December 10, 2021	Legal	New logo and updates
Revised	July 15, 2025	Legal	Update