

Human Rights in Hexcel's Supply Chain

Hexcel believes that it and its employees must demonstrate respect for the privacy and dignity of all individuals. Our Code of Business Conduct, found at <http://phx.corporate-ir.net/phoenix.zhtml?c=75598&p=irol-govHighlights>, includes a pledge to comply with all applicable laws in the countries where Hexcel does business. Employees are required to certify annually that they are in compliance with the Code. Any failure to comply with the requirements of the Code will result in appropriate corrective action.

Hexcel also requires that each of its suppliers comply with all laws, rulings and regulations in the jurisdictions where they do business. That includes laws related to equal opportunity and non-discrimination, and laws prohibiting human trafficking and slavery.

Hexcel does not conduct audits of suppliers to determine whether or not such suppliers are engaged in human trafficking or slavery, and we do not require our direct suppliers to certify that materials incorporated into their products comply with the laws regarding slavery and human trafficking in the country in which they do business. However, Hexcel employees are encouraged to report to management or through Hexcel's Compliance Line if they suspect that any supplier is engaging in such behavior. If Hexcel verifies that any contractor is in violation of applicable laws, Hexcel has the right to terminate the agreement with the supplier.

Hexcel evaluates its training programs on a regular basis, including whether or not training on human trafficking and slavery is needed for employees with direct responsibility for supply chain management. To date, Hexcel has not deemed it necessary to conduct such training.