



2030 DOW CENTER  
September 20, 2013

The Dow Chemical Company  
Midland, Michigan 48674  
USA

Ms. Minky Worden  
Director of Global Initiatives

Ms. Jane Buchanan  
Associate Director

Human Rights Watch  
350 Fifth Avenue, 34th Floor  
New York, NY 10118-3299

Dear Ms. Worden and Ms. Buchanan,

I write on behalf of Andrew Liveris, Dow's chairman and chief executive officer, in response to your letter regarding human rights in Russia and the lead-up to the 2014 Winter Olympic Games in Sochi.

The issues you raise in your letter are very important. We have shared your concerns with our internal colleagues and directly with the International Olympic Committee. We have also taken the additional action of sharing them with the Sochi Organizing Committee for the Olympic Games. To that end, the IOC informs us that it has received assurances from the highest level of government in Russia that the legislation will not affect those attending or taking part in the Games.

At this time, I believe these are the most effective steps we can take to be assured the issues are raised with the most appropriate people who can directly address them.

As a company, Dow is globally committed to equality, diversity and inclusion. We support a workplace environment of mutual respect, free from harassment, where everyone, regardless of age, race, color, national origin, sexual orientation, gender, gender identity, disability or religion, is able to perform to their full potential. This is an embedded part of our Code of Conduct. There is, of course, additional information on our website about our commitments in these areas ([www.dow.com/company/diversity](http://www.dow.com/company/diversity)) but I would welcome continued dialogue with you where we can further discuss our approach and policy around this important topic.

My office will contact you soon to set up a mutually convenient date and time for us to meet.

With kind regards,

George R. Hamilton  
Vice President Olympic Operations  
The Dow Chemical Company

cc: Louis A. Vega, Chief of Staff, Office of the Chairman & CEO