

CORPORATE PRINCIPLES OF CONNECT CHEMICALS

With its headquarters in Ratingen, Germany, Connect Chemicals is a globally operating manufacturer and distributor of specialty chemicals. In addition to the manufacture, sourcing and distribution of specialty chemicals, a further core competence of our company is custom manufacturing.

We have defined global principles and policies, which form the benchmark and guidelines for our actions.

CORPORATE CULTURE AND STAFF

Our daily work is characterized by honesty, integrity and openness. We respect the diversity, personal rights, human rights and employment rights and interests of our staff. This naturally also applies in respect of our business partners. We treat each other with dignity and respect.

When appointing and promoting employees, we look solely at their qualifications and suitability. We offer all applicants the same opportunities and protect their privacy. We do not tolerate any form of discrimination or harassment. We reject any form of forced or child labor.

We are committed to the prevention of work-related accidents and illness and to the protection of our staff.

COMPLIANCE WITH LEGISLATION AND REGULATIONS

Our staff and the companies in the Group are bound by the laws of the country in which they are working. Furthermore, all staff are obliged to comply with the internal regulations of the Connect Chemicals Group. These internal regulations are company-specific and may exceed the requirements of local legislation.

CUSTOMERS, BUSINESS PARTNERS AND SOCIETY

We solely supply products that are safe when used as intended. Our products are fully and correctly labelled. We strive towards the continuous improvement of the environmental impact of our production processes.

We support fair competition and comply with all relevant regulations. We reject all forms of bribery and corruption and the offering of favors.

In business transactions, we expect that our partners will also act according to principles that are in harmony with our own.

REPORTING OF BREACHES

Compliance with these principles is the basis for the success of the Connect Chemicals Group. Staff report all violations of the corporate principles to management. These reports are treated in confidence and the member of staff suffers no negative consequences. Likewise, the rights of the accused person are also safeguarded.

