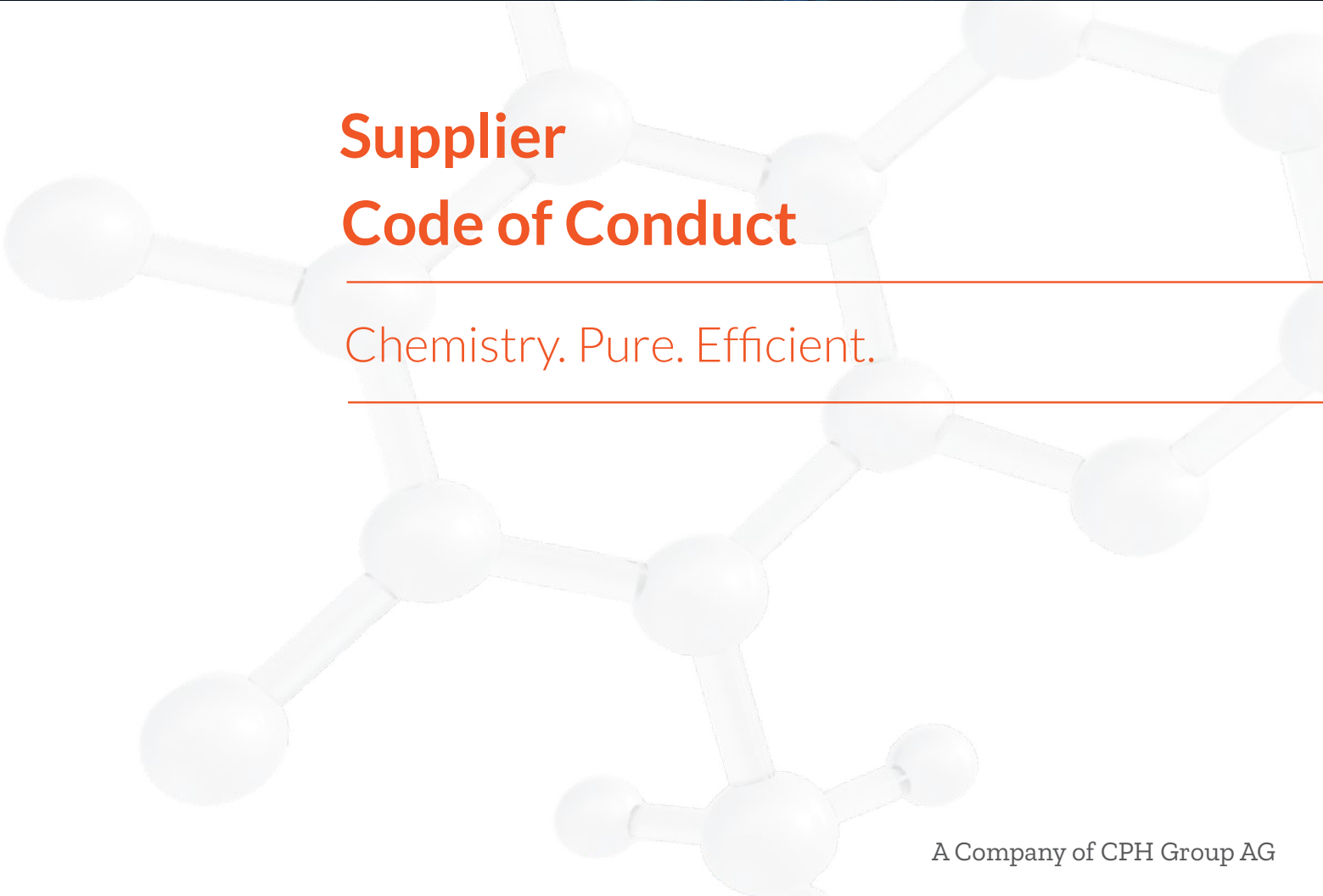


ZEOCHEM[®]



Supplier Code of Conduct

Chemistry. Pure. Efficient.



A Company of CPH Group AG

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1. Introduction

This Supplier Code of Conduct defines Zeochem Group's expectations and requirements for sustainable and responsible business practices.

Our responsibility extends beyond our business activities and requires compliance with all relevant laws, rules and regulations as well as the highest standards with regard to environmental, economic and ethical aspects.

Compliance with these requirements is the basis of any business relationship and is mandatory along the entire supply chain.

We also expect our suppliers to implement these standards in their upstream suppliers, business partners and subcontractors.

The principles of this Supplier Code of Conduct are based on the core conventions of the International Labor Organization (ILO), including the elimination of forced labor, the elimination of child labor, the promotion of freedom of association and collective bargaining, protection against discrimination and the provision of decent working conditions.

2. Labor Law Topics

Supplier commitment to human rights and labor standards

Our suppliers place the highest value on respecting and complying with internationally recognized human rights and labor standards. This includes a clear commitment that prisoners may not be used for labor purposes.

Rejection of child and forced labor

All forms of child and forced labor, including modern slavery and human trafficking, are strictly prohibited. We expect our suppliers to clearly reject and completely renounce these practices.

Creating a respectful working environment

Our suppliers ensure a working environment that is characterized by mutual respect. Harassment, abuse, harsh or inhumane treatment, illegal practices and all forms of discrimination have no place in our supply chain.

Prohibition of discrimination

Discrimination and unequal treatment of employees on the basis of disability, health status, origin, ethnicity, race, age, religion, gender, sexual orientation or belief is unacceptable. Our suppliers are required to strictly refrain from and prevent these practices.

Opportunity to report concerns

To ensure the integrity of our supply chain, we encourage our employees and other stakeholders to report potentially illegal workplace practices. These reports are treated confidentially in accordance with our Supplier Code.

Privacy and confidentiality

Protecting the privacy of our employees and business partners is a top priority. Our suppliers are obliged to protect confidential information, data and intellectual property from misuse and to respect privacy.

Right to freedom of association and collective bargaining

Our suppliers respect and support the right to freedom of association and collective bargaining in accordance with applicable laws. We promote open and transparent communication throughout our supply chain.

Compensation and equal treatment

It is essential for our suppliers to comply with the minimum wages and working hours set by law. We expect that the remuneration of the employees complies with local standards and that any form of discrimination in remuneration is strictly avoided.

3. Conflict Minerals

Conflict minerals free products

Our suppliers must ensure that the products they supply to Zeochem Group are free of metals extracted from conflict minerals.

Supply chain transparency

We expect our suppliers to ensure transparency throughout their supply chain and to ensure that no minerals from conflict areas enter the production of our products.

Commitment to avoid conflict minerals

Zeochem Group is committed to the avoidance of conflict minerals and supports responsible sourcing of minerals to contribute to sustainable development. Our suppliers are required to share and implement this commitment.

4. Environment / Health

Protection of employees, public health and the environment

Our suppliers are obliged to protect employees, the health of the general public and the environment from chemical, biological and physical hazards.

Emissions reduction and waste management

We expect our suppliers to minimize emissions and waste and to recycle and dispose of residual materials in a professional manner.

Efficient use of resources and environmentally friendly technologies

Our suppliers use resources efficiently and employ modern, energy-efficient and environmentally friendly technologies.

Safety and environmental protection in the process chain

Our suppliers must ensure that the entire process chain, including the development, procurement, production, transport, distribution, use and disposal of products, is designed to be safe and resource-efficient, with the aim of protecting and preserving the environment.

5. Ethical Behavior

Anti-corruption and business integrity:

Zero tolerance for corruption

Any form of corruption, bribery, extortion and embezzlement is strictly prohibited

Prohibition of bribes

Our suppliers are strictly prohibited from offering, paying, promising, or accepting bribes, either directly or indirectly.

No illegal practices

We expect our suppliers not to engage in illegal practices to gain preferential treatment from public or private parties. Compliance with ethical business practices and legal standards is of paramount importance.

6. Fair Competition

Compliance with competition laws and prohibition of unfair practices:

Commitment to comply with competition laws

Our suppliers commit to conduct their business in strict compliance with applicable competition laws.

Prohibition of unfair practices

Our suppliers shall not engage in or tolerate any unfair practices such as cartelization, price fixing or abuse of market power. Compliance with fair and transparent business practices is of paramount importance.

7. Conflicts of Interest

Avoiding conflicts of interest:

Avoiding activities with conflicts of interest

Our suppliers shall not engage in activities that could create potential conflicts of interest.

Transparency in business decisions

Our suppliers must ensure that business decisions and actions are free from personal or financial conflicts of interest and are carried out in full transparency.

8. Legal Requirements

Compliance with applicable laws and regulations:

Our suppliers are required to fully comply with all applicable laws, rules and regulations in the countries where they conduct business. This includes, but is not limited to, labor, environmental, product safety and consumer protection regulations.

9. Management Practices

Communicating the Code of Conduct

Our suppliers are committed to communicating and disseminating the contents of this Supplier Code of Conduct to their employees, business partners and suppliers.

Provision of Resources

Our suppliers are required to provide sufficient in-house resources to meet the requirements of this Supplier Code of Conduct.

Confidentiality of Information

Our suppliers must treat information provided by Zeochem Group as strictly confidential and must not disclose it to unauthorized third parties.

10. Diversity

Promoting Diversity

Zeochem Group maintains business relationships with a wide range of suppliers, including minority-owned, women-owned, veteran-owned and war-disabled businesses.

Promoting diversity through suppliers

Our suppliers are encouraged to foster relationships with diversity and minority-owned businesses.

11. Continuous Development

Innovative ideas

Our suppliers are encouraged to proactively propose innovative ideas that can contribute to further social, economic or environmental improvements.

12. Compliance with the Supplier Code of Conduct

Compliance review

Zeochem Group reserves the right to verify its suppliers' compliance with this Supplier Code of Conduct and may determine the implementation of corrective actions.

Action in case of non-compliance

Zeochem Group reserves the right to take appropriate action in case of non-compliance.

13. Reporting Irregularities

Reporting Concerns

If you have concerns or become aware of a possible violation of this Supplier Code of Conduct, please report these concerns and potential violations via internal communication channels.

Confirmation

Hereby, _____ (company name) confirms that it has understood the Supplier Code of Conduct and is committed to fully comply with it.

Company Name: _____

Address: _____

Name: _____

Job Title: _____

Date: _____

Signature: _____



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