

Code of Conduct for Suppliers of Worlée-Chemie

Preamble

Since starting business in 1851 sustainability has been an essential part of our company's philosophy.

Worlée-Chemie avows for corporate social responsibility, decent and respectful approach to business partners and own employees. As a producer and supplier of chemical raw materials, we are highly aware of our great responsibility with regard to production, storage, transport and conscientious handling of our products, continuing all the way to receipt by their end users.

Preventive and comprehensive occupational health and safety issues as well as predictive environment protection are important parts of our business goals.

The high quality of our products, their environmental compatibility and the responsible approach to our resources are essential conditions for our sustainable corporate growth.

We are well aware of the fact that our code of conduct is avowal and duty at the same time.

All employees of Worlée-Chemie are committed to observe our corporate principles.

By observing concrete objectives and behaviors both, management and employees, endeavor to implement our principles in their everyday work and thus to advance our company.

We are convinced that integrity, fairness, responsibility and transparency is the base for a trustful and long lasting business relationship.

We expect our suppliers to support these principles, act accordingly and consider them in the scope of their possibilities when selecting their suppliers.

Worlée-Chemie will take action that these principles are respected by all its suppliers. Should a supplier not meet these requirements, we expect the supplier's positive and sustainable development with regard to the observed failings within a conceivable process. This will be a precondition for establishing or continuing our business cooperation.

Basics

Worlée-Chemie acknowledges the Universal Declaration of Human Rights of the United Nations and supports the 10 Principles of the UN Global Compact (www.globalcompact.org), the ILO Declaration on Fundamental Principles and Rights at Work (www.ilo.org), the 12 Guidelines on Sustainability for the Chemical Industry in Germany published by the sustainability initiative Chemie³ (www.chemiehoch3.de) as well as the Responsible Care initiative.

Compliance

We expect our suppliers to comply with all relevant national and international laws and regulations.

Anti corruption

Worlée-Chemie campaigns against any form of corruption and bribery and does not tolerate any form of dishonest business transactions.

In a business relationship gifts and invitations are only allowed as long as the benefits are adequate and clearly do not influence any decision-making.

Antitrust law

We expect our suppliers to act in accordance with the applicable antitrust laws.

Data security

Our suppliers comply with all relevant regulations regarding data security and take care of a conscientious handling of confidential information and data.

Working and social conditions

Worlée-Chemie takes care for safe working conditions and complies with legal occupational safety regulations and labor laws. Accident prevention and health protection at workplaces as well as high plant safety are basic and essential aims of our company. By taking measures exceeding the statutory requirements Worlée-Chemie aims to protect their employees in the best possible way.

For its employees Worlée-Chemie practices an occupational safety management certified according to OHSAS 18001 as well as a comprehensive occupational health care management according to DIN Spec 19020.

We expect our suppliers to guarantee safe and healthy working conditions for their employees, free from dangers, and to take measures to prevent accidents and damages to health.

Worlée-Chemie acknowledges the 4 ILO principles as well as the 8 ILO core conventions.

Summarized, Worlée-Chemie expects their suppliers to respect the following principles:

- **Prohibition of child labor**

Every form of child labor is to be eliminated.

For the definition of child labor the applicable regulations of the United Nation or the relevant national laws have to be observed (the most strict regulation)

- **Prohibition of forced labor**

Suppliers advocate for the abolition of forced labor

Any use of forced or compulsory labor is strictly rejected.

- **Protection of right of association and right of collective bargaining**

The employees' fundamental right to form or to join trade unions and employee representative committees is recognized.

- **Non-Discrimination in employment and profession**

No employee shall be discriminated against because of ethnic heritage, skin color, gender, religious or political convictions, nationality, sexual identity, age, disability or social background. Equal opportunities have to be maintained and every human being has to be treated with respect.

- **Wages and working time**

Suppliers shall pay fair and adequate wages which correspond at least to the relevant national legal minimum standard. Current laws regarding working time must be observed.

Environment Protection

Worlée-Chemie is convinced of the essentiality to handle and protect natural goods as water, air and soil with the utmost consideration and responsible care in order to conserve and safeguard the ecological system, of which we are a part, as the basis of habitat conditions for future generations.

This applies also to a saving and efficient use of energy and other resources. Environmental effects of our products and of our manufacturing processes and plants are part of all entrepreneurial decisions.

Going beyond full compliance with legislation and self-commitments, Worlée-Chemie follows a continuous improvement process for protecting people and environment and fixes voluntarily ambitious targets for climate protection and energy efficiency. We are committed to corresponding initiatives, organizations and associations to promote the realization of these targets.

We expect from our suppliers compliance with all relevant environmental laws and standards and a preventive and predictive environment protection when handling their products: from development to production, transport and disposal.

Demands and requirements for suppliers

Acting responsible means for Worlée also a sustainable supply chain management. Therefore it is our task to sharpen the awareness of our suppliers for recognizing our expectations in order to be able to support us in our sustainability efforts.

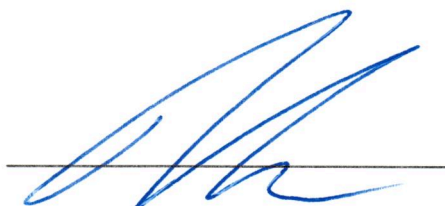
Worlée-Chemie puts trust in their suppliers to observe the principles of this Code of Conduct and to communicate them in their supply chain as well as to their employees.

Suppliers can confirm their compliance by sending their own code of conduct or, if such a standard is not in force, by signing this Code of Conduct for Suppliers of Worlée-Chemie.

Compliance Office

For all complaints related to the contents of this code of conduct, please contact:
Compliance@worlee.de

Hamburg, 17th December, 2018



Reinhold von Eben-Worlée
Managing Partner
Worlée-Chemie

We herewith agree to the Code of Conduct for Suppliers of Worlée-Chemie

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Company

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Date

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Name / Function

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Signature