

SUPPLIER CODE of CONDUCT

A sustainable future is the goal. That is our ambition and our responsibility. Through our technology, products, ideas, and innovation, we are working to make the best possible contribution to a viable future with enhanced quality of life for everyone. We are strictly committed to high standards of legal compliance and business ethics. Our Code of Conduct defines the boundaries within which StanChem employees must act to comply with laws and internal regulations.

Ensuring the principles of sustainable development in our supply chain is important to StanChem. We want to partner with our suppliers to further develop their sustainability performance in our supply chain. We expect our suppliers to fully comply with all applicable laws and to adhere to internationally recognized human rights as well as environmental, social, and corporate governance standards (“ESG Standards”) that are recognized in international conventions.

We expect our suppliers to implement these standards with their suppliers and subcontractors.

We especially expect you as our supplier (“You”) to support, embrace and enact the following ESG Standards, which are based on the United Nations global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization, Declaration on Fundamental Principles and Rights at Work, and the global chemical industry’s Responsible Care® program.

ENVIRONMENT

- You comply with all applicable environmental, health and safety regulations.
- You promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products.
- You ensure by using appropriate management systems that product quality and safety meet the applicable requirements.
- You protect your employees’ and neighbors’ life and health, as well as the public at large, against hazards inherent in your processes and products.
- You use resources efficiently, apply energy efficiency and environmentally friendly technologies and reduce waste, as well as emissions to air, water, and soil.
- You strive to minimize your negative impact on biodiversity, climate change and water scarcity.



SOCIAL

- You support the protection of internationally proclaimed human rights, and the abolishment of forced labor (including modern slavery and human trafficking), and child labor.
- You uphold the freedom of association and the right to collective bargaining in accordance with applicable local laws.
- You treat your employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices, and discrimination.
- You enable your employees and other stakeholders to report concerns or potentially unlawful practices in the workplace.
- You comply with minimum wages and working hours in accordance with local laws.

GOVERNANCE

- You abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- You consider business integrity as the basis of business relationships.
- You prohibit all types of bribery, corruption, and money laundering.
- You forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- You respect the privacy and confidentiality of all information of employees and business associates as well as protect data and intellectual property from misuse.
- You have an appropriate compliance management system, which facilitates compliance with applicable laws and regulations.

Ensuring the principles of sustainable development in our supply chain is critically important to us. You may acknowledge the principles stated above or demonstrate your commitment via compliance with your own code of conduct or company policies that embrace these principles and standards. StanChem, Inc. reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our relationship with your company if there is a reason for concern. StanChem, Inc. reserves the right to discontinue any relationship for non-adherence to local and international laws, failure to correct violations, or displaying patterns of non-compliance with these standards.

YOU are part of OUR Supply Chain – StanChem, Inc. counts on your Commitment!