



CODE OF CONDUCT

For Suppliers and Service Providers (English)

MISSION STATEMENT:

As a global company in the fine chemicals sector, the CABB Group takes its special responsibility for protecting human life and the environment seriously.

In addition to strict compliance with applicable laws and the highest quality and safety standards of its products, the CABB Group is committed to responsible and sustainable corporate governance. As well as protecting its employees, business partners and the general public, this also includes in particular advocating for social standards, respecting human rights and protecting the environment by preventing emissions and saving resources.

The CABB Group has set itself the goal of advocating for compliance with these standards not only within its own organization but also in its supply chains.

The CABB Group therefore requires its suppliers and service providers to comply with the stipulations of this Code and also to oblige their business partners to comply with these basic values.

Doing Business with Integrity

The CABB Group expects its suppliers and service providers to conduct their business at all times in accordance with the law and with integrity, in particular

- strict compliance with applicable national and international laws;
- abstention from any form of corruption, bribery or money laundering;
- compliance with rules on fair competition, in particular applicable antitrust and competition law provisions;
- compliance with all applicable laws concerning the import and export of goods, services and information;
- respect for intellectual property and protection of confidential data and information.

Product Quality and Product Safety

The CABB Group expects its suppliers and service providers to apply the highest standards in the manufacture and supply of products and the rendering of services, in particular

- fulfilment of all statutory and contractually agreed quality and safety requirements;
- procure and maintain all registrations, licenses and permits necessary for performance;
- safe handling of hazardous materials, preparations and substances.

Health and Occupational Safety

The CABB Group reserves the right to verify compliance by suppliers and service providers with these provisions for example by way of self-reporting or inspections carried out either by the CABB Group or by third parties.

Where a supplier or service provider becomes aware of breaches of the stipulations of this Code in its company or supply chain, the CABB Group must be promptly informed of this.

The supplier or service provider is obliged to remedy any breach of the obligations set out in this Code. In addition, the CABB Group reserves the right to terminate the business relationship.

The CABB Group expects its suppliers and service providers to protect the health of its employees, in particular

- ensure a safe working environment;
- provide appropriate safeguards and training;
- prioritize health and safety matters when planning operations;
- carry out all necessary maintenance measures on a regular basis.

Human Rights and Social Standards

The CABB Group expects its suppliers and service providers to recognize the United Nations Universal Declaration of Human Rights and to ensure humane working conditions in their worldwide company facilities, in particular

- prevent any form of child labor;
- prevent any form of forced or involuntary labor, exploitation, slavery, servitude or human trafficking;
- treat employees fairly and prevent any form of rough or inhumane treatment (physical abuse, threats etc.);
- prevent any form of discrimination or harassment of employees;
- ensure social standards and minimum standards, including lawful wages and lawful working hours as well as respecting freedom of association.

Environmental Protection

The CABB Group expects its suppliers and service providers to contribute actively to ensuring and improving environmental protection, including

- compliance with all environmental protection laws, guidelines and standards;
- safe handling of hazardous materials, preparations and substances;
- always aiming for environmentally friendly solutions when defining manufacturing processes, using resources efficiently and reducing waste and emissions.

Data Protection

The CABB Group respects and protects the civil liberties and the privacy of our staff, customers and business partners.

The CABB Group also expects its suppliers and service providers to contribute actively to the protection of personal data. Any processing of personal data shall always be in compliance with the respective national and local statutes.

In particular, the CABB Group expects that

- personal data shall be collected only based on statutory law or with the effective consent of the data subject;
- personal data shall be processed only for specified and legitimate purposes and only in a transparent manner;
- our suppliers and service providers make great efforts to protect personal data effectively against illegitimate access, tampering, abuse and loss;
- the rights of the data subjects as to are taken seriously and observed.

Further, the CABB Group expects that any staff having access to personal data have received proper training on data protection requirements and have been committed to data privacy. Sensitive data – such as data relating to health issues or religious belief – shall be subject to special protection.

Finally, the CABB Group firmly rejects any practices, which are contrary to these principles or which put the dignity of the data subjects at risk.