



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 sanctions rules and embargo regulations;
- 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 expects its suppliers and service providers to protect the health of its employees, in particular

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.

- 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.