

22 September 2020

Code of Conduct

chemmedia AG

Preamble

chemmedia AG is committed to ecologically and socially responsible corporate governance. We expect the same behavior from all our service providers and suppliers. We also expect our employees to observe the principles of ecological, social, and ethical behavior and to integrate them into the corporate culture. Furthermore, we strive to continuously optimize our business practices and products in terms of sustainability and encourage our service providers, suppliers, and employees to contribute to this in the sense of a holistic approach.

Our Code of Conduct is based on national laws and regulations as well as international agreements such as the Universal Declaration of Human Rights of the United Nations, the Guidelines on Child Rights and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, and the international labor standards of the International Labor Organization.

Ethical Business Conduct

Fair Competition

The norms of fair business practice, fair advertising, and fair competition must be observed. In addition, applicable antitrust laws must be applied, which prohibit agreements and other activities that influence prices or conditions, especially in dealings with competitors. Furthermore, these regulations prohibit agreements between customers and suppliers that are intended to restrict customers' freedom to autonomously determine their prices and other conditions for resale.

Confidentiality & Data Protection

Employees, suppliers, and service providers commit to meeting the reasonable expectations of chemmedia AG, its customers, and employees regarding the protection of private information. Employees, suppliers, and service providers must observe data protection and information security laws and official regulations when collecting, storing, processing, transmitting, and disclosing personal information.

Intellectual Property

Intellectual property rights must be respected; technology and know-how transfer must take place in such a way that intellectual property rights and customer information are protected.

Integrity & Bribery, Advantage Taking

The highest standards of integrity must be applied in all business activities. chemmedia AG pursues a zero-tolerance policy for all forms of bribery, corruption, extortion, and embezzlement.

Working Conditions and Human Rights & Fair Remuneration

Compensation and social benefits must be competitive and in line with applicable national laws, including those relating to minimum wages, overtime pay, and legally mandated benefits.

Fair Working Hours

Working hours, including overtime, must comply with applicable local laws regulating working hours. Overtime is only permitted if it is performed voluntarily and does not exceed 12 hours per week, while employees must be granted at least one day off after six consecutive working days. The weekly working hours may not regularly exceed 48 hours.

Freedom of Association

All employees can communicate openly with management about working conditions without fear of reprisals, intimidation, or harassment. Our employees are entitled to freely associate, join or not join trade unions, seek representation, and join works councils in accordance with applicable national laws.

Occupational Health and Safety

Every employee is responsible for a safe and healthy working environment. Through the establishment and application of appropriate occupational safety systems, necessary precautionary measures are taken against accidents and health damages that may arise in connection with the activity.

Harassment and Discrimination

Any form of harassment or discrimination against employees is unacceptable. The personal dignity,

privacy, and personal rights of each individual are respected.

Child Labor and Young Workers

Child labor is not tolerated; the hiring age must be in line with the labor legislation of the respective country.

Forced Labor

Any form of forced or compulsory labor, including human trafficking, is not tolerated.

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