



CHT

SMART CHEMISTRY
WITH CHARACTER.

CODE OF CONDUCT

THE FUNDAMENTAL STANDARDS OF CONDUCT
OF THE CHT GROUP

OUR **POLICY** COMPRISES IN PARTICULAR...

THIS CODE OF CONDUCT COMPRISES THE MOST IMPORTANT BASIC RULES AND PRINCIPLES OF OUR COMPANY. IT PROVIDES A FRAMEWORK OF ORIENTATION AND APPLIES EQUALLY TO EACH OF US - TO THE MANAGEMENT, MANAGERS AND TO EACH INDIVIDUAL EMPLOYEE.

The Code of Conduct applies to all companies of the CHT Group. The managers of all CHT Group companies are responsible for implementing and communicating this guideline and monitoring compliance with it.

In our business activities and our conduct, we comply with the law.

Conduct with responsibility, lawfulness and integrity is of utmost importance for our company's reputation and the confidence of our business partners and of the public. Together we are responsible for the reputation of our company.

If there are any hints or indications of violations of the rules of our Code, separate guidelines and/or laws, these will be reported to the responsible and/or superior manager, the Compliance department or the whistleblower system. The facts are investigated and clarified and the management of the CHT Group will be informed immediately of the result.

Remedial action must be taken immediately and the violations will be punished in an appropriate manner.

The management, each manager and each individual employee demonstrate through their own integrity, lawful and law-abiding behavior that the principles of this Code of Conduct are an integral part of our corporate culture. We work together to ensure that all employees understand the requirements of the Code, participate in all necessary training measures and receive the necessary support from the respective organization to comply with the Code of Conduct. The management, each manager and each individual employee are required to take part in the training offered.

We expect our business partners to comply with the standards that apply to us or equivalent requirements in their own Codes.



Eva Baumann | CEO



Dr. Christian Rink | CFO

1. COMPLIANCE WITH HUMAN RIGHTS, LABOR AND SOCIAL STANDARDS

- ▶ Respect for the rights of fellow human beings
- ▶ Recognition and appreciation of fellow human beings
- ▶ Making a positive contribution to respect for human rights and the well-being of people
- ▶ Respect for trade unions and the rights of works councils in co-determination and any relevant collective agreements and ethical principles
- ▶ Obligation to uphold the dignity of everyone and to refrain from any kind of discrimination, in particular on the basis of age, ethnic origin, skin color, gender, sexual orientation, religion or disability
- ▶ Compliance with internationally recognized labor and social standards in accordance with the United Nations' Universal Declaration of Human Rights, the United Nations' Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the „Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy“ (MNE Declaration) of the International Labor Organization (ILO)
- ▶ Compliance with the safety regulations applicable in the respective workplace
- ▶ Responsible employee management, respectful treatment within the company and towards third parties
- ▶ Promotion of a diverse and inclusive working environment
- ▶ No tolerance of child labor and forced labor, slavery and human trafficking within our group of companies and combating these practices among our partners along the procurement and supply chain

2. PREVENTION OF CONFLICTING INTERESTS

- ▶ Business decisions are made exclusively in accordance with the law, the company's Code of Conduct and in the interests of the company on the basis of objective criteria

- ▶ Conflicts of interest with private interests, other economic or further activities, including those of related persons or organizations, are prevented from the outset
- ▶ Gifts, invitations or donations must not influence business decisions or give the impression of doing so; in cases of doubt, a decision must be obtained from the Compliance department or local management
- ▶ We do not influence the business decisions of our business partners by granting personal benefits, not even to persons or organizations close to our business partners
- ▶ If conflicts of interest arise, they must be resolved in accordance with the law and the rules of this Code of Conduct
- ▶ Any conflicts are disclosed transparently to the responsible and/or superior manager

3. PREVENTION OF RISKS FOR HUMANS AND THE ENVIRONMENT

- ▶ Consideration of legal and technical requirements and standards for production and product safety to protect staff members, neighbors and business partners
- ▶ Compliance with environmental and health protection regulations
- ▶ Taking measures to avoid or reduce harmful impacts on people and the environment
- ▶ Responsible and gentle use of materials and resources within the framework of our sustainability management, i.e. on the basis of economic, ecological and social aspects

4. PROMOTION OF FAIR COMPETITION

- ▶ Fair conduct in competition, avoidance of antitrust risks
- ▶ Emphasis on our strengths without discrediting competitors
- ▶ Fairness towards customers, suppliers and business partners

5. PREVENTION OF MONEY LAUNDERING

- ▶ Checking whether money laundering risks are identifiable in the person of business partners, potential customers and other third parties or their business activities
- ▶ Payments from or to persons other than the respective contractual partner are not made; cash payments and unreasonably high advance payments are not accepted
- ▶ Unusual financial transactions that give rise to suspicion of money laundering are immediately reported to the competent authority and stopped
- ▶ Thorough screening of business partners, potential customers and other third parties

6. PREVENTION OF CORRUPTION

- ▶ No tolerance of corruption
- ▶ Screening of suppliers, customers, dealers, other business partners or public officials
- ▶ Bribes are not a means of obtaining a contract
- ▶ In case of doubt, a transaction will be rejected if corruption is suspected, or bribes are demanded

7. GRANTING OF INFORMATION AND DATA PROTECTION

- ▶ Compliance with European and national data protection regulations when collecting and processing personal and company-related data
- ▶ Protection of IT security through compliance with the guidelines and principles of IT security and confidentiality.
- ▶ Protecting confidential information and business documents from being accessed and viewed by colleagues and other third parties who are not involved
- ▶ Developed technologies and their use are in line with our values and our Code of Conduct

8. PROTECTION OF COMPANY PROPERTY AND THE PROPERTY OF BUSINESS PARTNERS

- ▶ Responsible handling of company property by protecting the company's assets against loss, damage, theft, misuse and unauthorized actions. Safeguarding trade secrets and intellectual property
- ▶ Respecting the company property and intellectual property of competitors and business partners within the framework of the underlying agreements and the applicable legal provisions

9. COMPLIANCE WITH IMPORT AND EXPORT REGULATIONS

- ▶ Checking customer relationships within the framework of applicable national and international trade controls
- ▶ Compliance with import regulations and export restrictions for goods and services

10. GIFTS AND INVITATIONS

- ▶ We only accept invitations and gifts from business contacts and at official company events if they are socially appropriate and in line with best business practices
- ▶ Tax regulations must be complied with



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