

SUPPLIER'S CODE OF ETHICS

INTRODUCTION

Chemnovatic Sp. z o.o. Sp. k. from the beginning of its existence, has been striving to build beneficial relationships with its Suppliers based on common values and appropriate behaviour.

Today it is more important than ever to reaffirm our vision of ethics, to clearly express our shared principles, values and responsibilities. These principles guide our behavior in relations with the market, especially with consumers, with the communities in which we work, with people who work with us, and with all other entities with whom we have various types of relationships. This means the need to use transparent behavior, reducing the scope of decisions made on a discretionary basis, drawing consequences in the event of violations of the established rules.

The Supplier's Code of Ethics is to be the foundation on which Chemnovatic and its Suppliers build and maintain relationships based on honesty and trust. Chemnovatic strives to select Suppliers who maintain high ethical standards, promoted and implemented by our company.

If a Business Partner has a code of conduct of its own that includes such policies, we may accept its commitment to comply with its own code and thus consider compliance with this code of conduct.

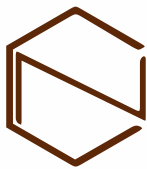
PROFESSIONAL ETHICS

I. Principles of ethical conduct

The supplier undertakes to act ethically in its daily activities. Both legal regulations and common rules applicable in the business environment are observed. The supplier acts in accordance with fair competition, monitors and prevents conflicts of interest. The supplier does not disclose any information obtained in the course of cooperation, including confidential information and business secrets. The supplier promotes ethical attitudes among its employees and business partners. Any form of corrupt behavior is unacceptable. The supplier is absolutely obligated to comply with applicable anti-corruption laws, including supranational and anti-corruption regulations in all countries in which it operates. The supplier ensures that the activities and processes are monitored on an ongoing basis in order to eliminate potentially corrupt behaviors and that appropriate remedial measures are taken.

II. Reporting irregularities

The supplier, as far as possible, provides its employees and other persons with the opportunity to report any irregularities and violations via appropriate channels, while maintaining the confidentiality of reporting. Retaliation of any kind that could be directed against those who report violations is unacceptable. It is forbidden to take any actions that would be hostile to persons providing information about a violation of the law or other applicable regulations. In the event of becoming aware of a breach



of this Code or in case of doubts or questions, the Supplier may use the following communication channels:

- E-mail - e-mail application to the following address: dzd@chemnovatic.com (the subject of the e-mail message should indicate that it relates to the Supplier's Code of Ethics),
- A letter - a written notification should be sent to the company's address with the annotation "Office of the Management Board - Supplier's Code of Ethics".

III. Risk management

The supplier has the resources to monitor the risk in his organization on an ongoing basis and to take appropriate reactions and remedial plans.

IV. Responsibility

The supplier undertakes to comply with applicable laws (domestic as well as international), agreements, generally applicable standards and industry codes.

The Supplier undertakes to observe and respect the ethical values set out in this Code.

The Supplier undertakes to pass this Code to its employees and subcontractors in order to familiarize them with the applicable rules and standards.

We provide support to our suppliers in the field of building awareness of good practices and responsible business.

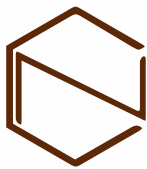
HEALTH AND SAFETY

I. Occupational health and safety

Each employee of the Supplier is provided with safe and hygienic working conditions. The supplier complies with all applicable regulations in the field of employee safety, taking into account the specificity of the industry in which it operates. Workers are protected against chemical, physical and biological risks. The supplier ensures that the rules for the storage and storage of hazardous materials are followed.

The Supplier's employees are properly prepared to perform their duties. The supplier identifies potentially dangerous situations, takes appropriate actions and prepares action plans. The supplier provides its employees with health and safety training required by law, which is properly documented and takes place regularly. Ongoing control of safe working conditions is maintained.

Appropriate safety procedures, instructions and protective measures are in place. Employees are provided with individual protection measures (protective equipment, protective clothing), as required,



in the appropriate position. Drinking water, proper lighting and ventilation as well as access to sanitary facilities are also provided. The supplier correctly uses the required health and safety markings (e.g. emergency exits, arrangement of fire extinguishers). If specific permits or licenses are necessary for the Supplier's business to operate, the Supplier meets all the requirements and, consequently, can properly document them.

The supplier systematically monitors threats and takes corrective actions. He performs a regular risk analysis.

II. Waste and emissions

The supplier ensures that all generated / obtained waste is transported, stored and stored in such a way that the soil, air and groundwater are not contaminated, and that they do not cause harm to people or animals, in accordance with applicable regulations. The supplier ensures that by running its business it meets all environmental standards in terms of generated waste and emissions.

Waste and emissions are continuously measured and controlled. Suppliers try to effectively and rationally minimize their negative impact on the environment.

III. Environment

The Supplier's activities are conducted with respect for the natural environment, in a manner that does not disturb the ecological balance. The supplier complies with all applicable norms, standards, national and international regulations concerning environmental protection. The supplier ensures that it does not use materials that are generally recognized as harmful to the natural environment.

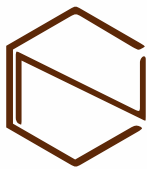
WORK STANDARD

I. Freedom to choose employment

Any form of slave, forced or compulsory labor is unacceptable.

The Supplier's employees perform their work only on a voluntary basis. The supplier does not participate and does not derive any profits or benefits from trafficking in human beings. It is unacceptable for the Supplier's employees to perform work in the form of repayment of debts or other work that is not an expression of voluntary action on their part. The condition of employment may not be the retention of any original documents, including identity.

II. Diversity and fair treatment



The supplier provides its employees with an open and supportive working environment. Every employee has the right to equal treatment, respect and respect for diversity. Discrimination and harassment in any form, whether physical, verbal or non-verbal, are unacceptable.

The Supplier's employees and associates have the opportunity to report any violations and incidents related to inappropriate behavior or treatment. Supplier exercises due diligence to investigate all complaints and signals related to discrimination or harassment and takes appropriate action. Supplier provides equal opportunities to its employees, irrespective of their ethnic origin, race, gender, age, disability, religion, sexual orientation, appearance, gender identity, gender expression or trade union membership. The supplier does not accept and counteracts any retaliatory actions that would be directed against the person reporting the violation or expressing a different view or feature.

III. Freedom of association

Supplier complies with applicable laws regarding the association and non-association of employees and the activities of trade unions. Employees have the option to join or form a trade union in accordance with applicable law. The supplier does not take any negative actions or decisions in relation to persons who belong to or are representatives of trade unions. Councils and trade unions are treated with due respect.

IV. Prohibition of employing children

Employing young people is allowed only on the basis of the provisions of the labor law or its equivalent in the country where the Supplier operates. The supplier ensures that no children or minors work in the production and distribution process in violation of the provisions of the applicable labor law.

Therefore, it is forbidden to use children for labor also in cases where such practices are allowed by the applicable regulations of another jurisdiction.

MANAGEMENT

Chemnovatic reserves the right to verify that its direct Suppliers comply with this Supplier Code of Ethics. This verification may be carried out in a variety of ways, such as self-assessment surveys or audits at the Supplier's sites, with reasonable advance notice. If the Supplier, conducting its own business for Chemnovatic or participating in an order with a third party, shows a behavior inconsistent with the principles of this Code, Chemnovatic will in particular be entitled to take appropriate measures and may refuse to cooperate with this Supplier and terminate the current relationship, taking into account the existing circumstances. The e-mail address dzd@chemnovatic.com is made available to all Suppliers so that they can send any doubts or questions regarding the Supplier's Code of Ethics.