

Code of Conduct

Donau Chemie Group's Code of Conduct – supplier-checklist

Dear partners and suppliers,

Donau Chemie as a worldwide business is committed to respect applicable law, sustainable acting and to regard and consideration of social and ethical standards. Our Code of Conduct is valid worldwide and also regulates the trustfull cooperation with our suppliers. The following checklist allows for an easy check, if our rules are also approved by our suppliers and is a compulsory premise for the placing of orders.

- We are committed to fair competition according to the Donau Chemie Code of Conduct.
- We are committed to avoid conflicts of interest, perks, corruption and bribery according to the Donau Chemie Code of Conduct.
- We are committed to the regulation of inside knowledge according to the Donau Chemie Code of Conduct.
- We are committed to social responsibility according to the Donau Chemie Code of Conduct.
- We respect the international social standard SA8000.
- We neither allow child labor nor forced or illiberal labor.
- We respect the legal provisions and usual standards regarding health-protection and safety at work.
- We allow and welcome worker's representation and labor unions.
- We avoid discriminations of any kind according to the Donau Chemie Code of Conduct.
- We do not tolerate physical or psychic penalizations.
- We acknowledge limitations to labor time and minimum standards for wages according to the Donau Chemie Code of Conduct.
- We do not employ persons below legal age and nobody below 15 years of age (except for persons covered by ILO-convention 138).
- We respect environmental laws and take care that resources are spared and used efficiently.
- We respect all Donau Chemie standards as requested for suppliers by the Donau Chemie Code of Conduct.
- We compel our contractors (subcontractors and suppliers) to respect all points of this checklist as well (supply chain).
- We authorize Donau Chemie to have regular checks of compliance with the rules stated above performed by independent third parties after our prior agreement.

Company

Contact person

Address

ZIP code, city

Vendor number

Date, signature, company stamp