

Code of Conduct

Dear business partners,

with ESG (Environmental Social Governance), CSR (Corporate Social Responsibility) and Sustainable Development, requirements concerning sustainable and ethical corporate management and within the idea of sustainable economization are increasingly focused.

As SAX Polymers Industrie AG we are convinced, that sustainable management is a decisive factor for long-term success, therefore, our business decisions are based on the triple bottom line.

We are striving to conduct our corporate activities in harmony with people and the environment and to actively contribute to shaping a desirable tomorrow.

Therefore, we would like to share our Supplier Code of Conduct with which we are defining requirements concerning social and ecological responsibilities along the whole value chain in regards to the supply chain of our products and services and that henceforth will be an integral part of our business relations.

We are convinced that all the principles stated are already integral part of your corporate culture but nevertheless we would like to state that our business activities are conditional to meeting these requirements.

We regard practiced sustainability as a continuous process of growth and just like we consider this document as a dynamic framework that shall develop. Therefore, we are looking forward to constructive exchange.

We would like to thank you for the consideration and compliance of the framework conditions that are defined hereinafter. Our companies thereby contribute to a business world that meets our and for sure as well your ethical convictions.

Thank you for your trust and we are looking forward to a continued good cooperation.

With kind regards,

A handwritten signature in black ink, appearing to read "Alexander Hromatka", with a large, stylized loop at the end.

Alexander Hromatka
Managing Director

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1. Scope of application: Our expectations for our suppliers and the supply chain

Our Code of Conduct is a commitment to responsible business practices and covers beyond applicable laws and regulations such principles, that meet our ethical convictions. It obliges to responsibility, not only among each other or towards our business partners but as well with respect to people and environment as an integral part of our self-conception.

Correlating with our self- and corporate image, we are doing business with partners who share our ethical convictions and values, act in accordance with our policies and who expect the same from their business partners.

Therefore, our Supplier Code of Conduct shall not only be applicable to you as our direct business partner but is equally an expectation for your supply chain.

2. Responsible business practices – how we make business

Shaping a desirable tomorrow is from our point of view the vision of an inclusive and sustainable business world based on integrity, (business) responsibility and reliability. It is our mutual understanding to make business in accordance with existing legislations and regulations and with partners who share our convictions, within:

- *Fair competition, as well, but not limited to renunciation of agreements limiting competitors and partners concerning inter alia prices, sales conditions, strategies, markets or market shares and the exchange of sensitive data or other activities unlawfully limiting the competition as well as adherence to anti-corruption laws and guidelines.*
- *Adherence to export and trade restrictions and economic sanctions, where applicable.*
- *The intellectual property protection and the omission of plagiarism*

3. Shaping a humane world of employment

Conducting our corporate activities in harmony with people and the environment includes shaping a humane world of employment.

Therefore, we require our partners along our whole supply chain, like us, to comply with legal requirements and regulations as well as understanding their own social responsibility to shaping such humane world of employment. In particular concerning:

- *The omission of every form of child- and forced labor, slavery or slavery-like practices and furthermore the omission of wielding power or other forms of coercion*
- *Creating conducive forms of employment with respect to health, safety and ethical principles and thus securing the employees health protection, including but not limited to appropriate safety standards, adequate health and accident insurance, suitable working times, assurance of break and resting times and the implementation of the necessary safety trainings, as well as securing appropriate working conditions and payments*
- *Securing equal opportunities and diversity, concomitant with the omission of every form of discrimination, including but not limited to age, gender, origin, religious affiliation, ideologies, political and sexual orientation, as well as respecting and securing the freedom of assembly and association*

4. From mindfulness and environment

Furthermore, conducting our corporate activities in harmony with people and the environment makes us aim for a sustainable added value through our products and services.

Taking ecological responsibility along the whole value chain of our products instead of limiting this responsibility to our own environmental and energy considerations is therefore indispensable and includes:

- *Energy-efficient and resource-saving business through responsible and considerate handling and use of natural resources and energy carriers, through recycling, biodiversity protection, preventing excessive water and energy consumption and through omission of air and water pollution, harmful soil changes, noise emissions or the expropriation of land and water*
- *Responsible handling of hazardous substances by compliance to all requirements and bans of mercury, persistent organic pollutants, conflict minerals and further regulations regarding the handling of chemicals (REACH, RoHS, POP) and packaging directives, as well as environmentally compatible handling, storage, import and export of all products, raw materials and process chemicals and proper waste disposal*

As we regard practiced sustainability as a continuous process of growth, we naturally scrutinize our ecological footprint and hence continuously define and implement sustainable corporate goals. We are convinced that this continuous process of growth also meets your understanding of ecological responsibility.

We thank you for taking note of and complying with our written principles.

We are convinced that together we can contribute to a business world that fulfils our ethical convictions and certainly yours as well

If you have any comments or suggestions, please do not hesitate to contact us at any time and we look forward to a constructive dialogue.


Alexander Hromatka
Managing Director