



## **Code of Conduct**

The following Ethical and Business Principles are based on the FECC and apply to all members and employees of the TER Chemicals Distribution Group:

### **General principles**

The TER Chemicals Distribution Group is committed to taking responsibility for its activities in all its working environments. The TER Chemicals Distribution Group maintains the highest standards of business ethics, competition compliance, as well as compliance with all relevant and applicable laws and regulations. Working according to the Principles will strengthen the integrity of the TER Chemicals Distribution Group in the eyes of its suppliers, customers, competitors, employees and other interested parties, and contribute to the preservation of its good name and reputation.

### **Compliance**

All employees of the TER Chemicals Distribution Group are expected to be familiar with the Principles and apply them in their daily business responsibilities. The TER Chemicals Distribution Group is responsible for informing its employees, sub-contractors and business partners of the Principles.

### **Competition compliance**

Maintenance of applicable competition law is a core value for the TER Chemicals Distribution Group. The TER Chemicals Distribution Group is committed to promoting and complying with the national competition legislation.

All employees of the TER Chemicals Distribution Group will act in accordance with any competition laws and regulations that apply to the business activities of the TER Chemicals Distribution Group. The TER Chemicals Distribution Group applies the principles of fairness and honesty in its dealings with customers and suppliers. No business will be conducted with business partners or state authorities who practice illegal activities.

### **Customers**

The TER Chemicals Distribution Group strives for a long-term partnership with its customers and makes efforts to offer them quality products and services including the necessary information and support.

### **International business**

The TER Chemicals Distribution Group conducts business in many countries and, as a result, the TER Chemicals Distribution Group is subject to the laws and regulations of several countries, provinces, states, and municipalities. The TER Chemicals Distribution Group is committed to complying with national and international law and good practices. It shall operate in a way which supports the positive reputation of the chemical industry. The TER Chemicals Distribution Group also commit themselves to be respectful of values and customs of the communities and countries where they conduct its business.

### **Honesty, incorruptibility and justice**

The TER Chemicals Distribution Group acknowledges the importance of honesty, incorruptibility, and justice in its business. Furthermore, the TER Chemicals Distribution Group is aware of its obligations to prevent any forms of active or passive corruption (such as blackmail, offers of influence, promises) to government officials, political parties, party officials, or candidates for public office, etc., for the purposes of obtaining or retaining business advantages and respecting fully



Confidential information and Intellectual Property rights.

Also no employee of the TER Chemicals Distribution Group may in the course of its business activity, either directly or indirectly, demand, accept, offer or grant incentives or rewards that would be unethical.

**Sustainable development and, responsibility for health, safety and environment**

The TER GROUP will promote and implement the principles of sustainable development in its operations by:

- educating its employees about Health, Safety & Environment standards (HSE)
- implementing legislation which relates to the protection of HSE
- cooperating with customers and suppliers to avoid HSE damage
- respecting human rights
- prohibiting using workers under the legal age of employment; In cases where minors are authorized to work, the TER Chemicals Distribution Group will fulfill all legal requirements, particularly those pertaining to hours of work, wages, minimum education and working conditions.

**The Principles applying to the suppliers**

The TER Chemicals Distribution Group expects its suppliers and subcontractors to comply with similar ethical and business principles.

16.03.2017  
Andreas Früh, CEO

Handwritten signature of Andreas Früh in blue ink.

16.03.2017  
Uta Seiler, CFO

Handwritten signature of Uta Seiler in blue ink.