



Code of Conduct

We, the TER CHEMICALS DISTRIBUTION GROUP (the “Company”), are committed to the following Ethical and Business Principles (the “Principles”) and expect our suppliers to be as well:

General principles

The Company is committed to taking responsibility for its activities in all its working environments. The Company 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 Company 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 Company are expected to be familiar with the Principles and apply them in their daily business responsibilities. The Company 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 Company. The Company is committed to promoting and complying with the national competition legislation. All employees of the Company will act in accordance with any competition laws and regulations that apply to the business activities of the Company. The Company 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 Company 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 Company conducts business in many countries and, as a result, the Company is subject to the laws and regulations of several countries, provinces, states, and municipalities. The Company 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 Company also commits itself to be respectful of values and customs of the communities and countries where it conducts its business.

Honesty, incorruptibility and justice

The Company acknowledges the importance of honesty, incorruptibility, and justice in its business. Furthermore, the Company 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. Also, no employee of the Company may in the course of its business activity, either directly or indirectly, demand, accept, offer or grant incentives or rewards that would be unethical.



Protect information and intellectual property rights

The Company fully respects confidential information, including personal data, and complies with all applicable data protection laws. Furthermore, the Company fully respects third party's intellectual property rights.

Equal treatment and non-discrimination

A culture of equal opportunities, mutual trust and respect is very important to us. We promote equal opportunities and prohibit discrimination in the recruitment of employees and in the promotion or provision of training. We treat all employees equally, in particular regardless of gender, age, colour, culture, ethnic origin, sexual orientation, disability, religion or belief or any other personal characteristic unrelated to job performance.

Human and labour rights

The Company respects internationally recognized human rights and support their observance. The Company strictly rejects all forms of forced and child labour.

The Company recognizes the right of all employees to form trade unions and employee representatives on a democratic basis within the framework of national regulations. The right to adequate remuneration is recognised for all employees. Remuneration and other benefits are competitive and in line with the respective national and local legal standards or the level of the national economic sectors/industries and regions.

The Company complies with all applicable laws on work hours and overtime.

Furthermore, the Company forbids the use of workers under the legal age. In case where minors are authorized to work, the Company will fulfil all legal requirements, particularly those pertaining to hours of work, wages, minimum education and working conditions.

Responsibility for HSE and occupational health and safety

The Company will promote and implement the principles of sustainable development in its operations by educating its employees about Health, Safety and Environment (HSE) standards. The Company has legislation implemented which relates to the protection of HSE. The Company cooperates with customers and suppliers to avoid HSE damage.

The safety and health of the Company's employees are, in addition to the quality of its products and economic success, an equally important corporate goal. Occupational safety and health protection are an integral part of all operational processes and are included in economic and social considerations right from the start - right from the planning phase.

All of the Company's employees promote safety and health protection in their working environment and comply with occupational health and safety regulations. Every manager is obliged to instruct and support his employees in the exercise of this responsibility.

Employees of subcontractors on behalf of TER Chemicals Distribution Group are subject to the same safety standards as the Company's employees. This is taken into account during selection and cooperation.

The Principles applying to the suppliers

The Company expects its suppliers and subcontractors to comply with similar ethical and business principles.



24.03.2020

Andreas Fröh, CEO



24.03.2020

Uta Seiler, CFO