

Supplier Code of Conduct

At Chemical Products Corporation, we view our Suppliers as partners in our success as a company. This Code of Conduct was developed to clearly outline our expectations of suppliers. Chemical Products Corporation reserves the right to audit our Suppliers with regard to their adherence to this code. Please do not hesitate to contact our purchasing department if you have any questions.

The core values of Chemical Products Corporation are the cornerstone of who we are and what we stand for as a company. Our purpose as a corporation is to be a dynamic chemical company, creating sustainable solutions essential for a better, safer, healthier life for people everywhere. The Core Values of Safety and Health, Environmental Stewardship, Highest Ethical Behavior and Respect for People reflect our expectations for our employees, while providing us with a framework of our expectations for Suppliers to Chemical Products Corporation

Safety and Health.

Chemical Products Corporation is wholly committed to the safety and health of our team members, contractors, and visitors and sincerely believes that all jobs, to be done properly, must be done in the safest manner possible and in compliance with all applicable regulations and laws. We target a positive, safe, and productive work environment at all times. We believe that accidents are preventable, and safety is defined as continually seeking zero harm in every aspect of our process. Every procedure should be safe, productive, and cost efficient. Safe production is a value that should never be compromised.

We have a similar expectation of our suppliers. Suppliers need to provide a safe and healthful workplace for their employees in compliance with all applicable regulations and laws. Appropriate communication and training on hazards, risk, procedures, and proper protective equipment is essential for the safety and health of the employees of our suppliers. Worker housing, where provided, must meet internationally recognized standards for hygiene, health, and safety. Monitoring of performance and setting of goals or targets is required for any program to be effective. Suppliers should include these aspects in their safety and health programs. Suppliers will provide Chemical Products Corporation with high-quality products and services that meet all applicable quality and safety standards. Suppliers will immediately report any concerns about product safety to Chemical Products Corporation.

Highest Ethical Behavior

Chemical Products Corporation is committed to conducting our business affairs to the highest ethical standards and in compliance with all applicable laws. We work diligently to be a respected corporate citizen worldwide. Suppliers will comply with all laws and regulations.

Suppliers will act in accordance with all laws related to bribery including the Foreign Corrupt Practices Act, UK Bribery Act and any other applicable local laws and will not engage in any form of bribery to secure business on behalf of Chemical Products Corporation or any other company.

Chemical Products Corporation does not encourage giving or receiving gifts. Suppliers should be aware that when gifts or entertainment are provided, they need to be consistent with customary regional business practices, have a clear business purpose, cannot be perceived as a bribe or improper payment, are not offered to improperly influence a business relationship, do not violate applicable laws or ethical standards and would not embarrass the Supplier or Chemical Products Corporation if publicly disclosed.

Protection of Chemical Products Corporation Trade Secrets is critical to the future of our company. Suppliers will implement measures to protect any Trade Secrets provided during the course of our business transactions. Information should be provided to Supplier's employees on a "Need to Know" basis only. Documents containing confidential information no longer needed by the Supplier to conduct business on behalf of Chemical Products Corporation should be either returned to Chemical Products Corporation or destroyed, as appropriate.

Confidential Information Protection Requirements for Chemical Products Corporation Suppliers

Any potential conflicts of interest between Chemical Products Corporation employees and the Supplier should be reported to Chemical Products Corporation.

Respect for People

Respect for people is a key core value for our company. We describe this core value by stating: We treat our employees and all our partners with professionalism, dignity and respect, fostering an environment where people can contribute, innovate and excel. Chemical Products Corporation is committed to the protection and advancement of Human Rights wherever we operate and have similar expectations of our Suppliers.

As part of our policy, Chemical Products Corporation will not tolerate the use of child or forced labor, slavery or human trafficking in any of our global operations and facilities, including those operated by Suppliers. Suppliers shall not inflict or threaten to inflict corporal punishment or any other forms of physical, sexual, psychological or verbal abuse or harassment on any employees. Practices such as payment of fees for employment; withholding of passports, wages or personal property; forced overtime; etc. are not acceptable. We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, or the trafficking, physical punishment, harassment, abuse, or involuntary servitude of any worker. We expect our suppliers and contractors with whom we do business to uphold the same standards. Should violations of these Principles become known to Chemical Products Corporation and not be corrected, we will re-evaluate the business relationship.

Humans Rights Position Statement

As a global company, we recognize the value of a diverse supplier base providing Chemical Products Corporation with the goods and services for our operations. An effective Supplier Diversity program allows qualified vendors an opportunity to meet the needs of Chemical Products Corporation as a Supplier; while, at the same time, supporting the businesses and communities where we live and operate in. We strongly encourage our Suppliers to expand their efforts in this area by engaging with small business, minority-owned and woman-owned businesses and other diverse categories.

Suppliers are expected to allow freedom of association of their employees. Compensation will be in compliance with all laws; employees are expected to be paid a fair wage for work performed, have reasonable work hours and receive proper remuneration for all overtime hours worked. Suppliers will comply with all applicable employment nondiscrimination laws. In addition, Chemical Products Corporation expects our suppliers to operate in a manner that is consistent with the Chemical Products Corporation Equal Opportunity & Non-Discrimination position, which may be found in the Chemical Products Corporation Code of Conduct under the section titled "Equal Opportunity & Non-Discrimination."

Environmental

Suppliers will recognize the important role our natural resources and physical environment play in ensuring the continuing health, safety and welfare of their employees and customers. Suppliers should be committed to meeting or exceeding the requirements of all applicable environmental laws, regulations, and policies. We believe that sound environmental performance is a key component of sound business performance. Suppliers should incorporate considerations of environmental costs, risks, and impacts into our daily operations and business decision-making processes.

Suppliers should be committed to protecting and respecting the environment through outstanding environmental performance and efficiency in the conduct of our operations; this includes the efficient use of natural resources through recycling, innovation, and prevention of pollution.

Suppliers should also commit to emergency preparedness and response in order to minimize any potential environmental impacts resulting from day-to-day operations.