



## Code of Conduct

Pemco Additives AB is committed to conducting business in a responsible manner. Adherence to applicable laws and regulations in the countries in which we operate is a corner stone for our operations. We also respect the cultural, social and legal diversity of societies and nations.

We expect from our suppliers, as well as consultants and contract workers who provide products or services to our company, to act in accordance to the same principles.

### *Compliance with national and international laws and regulations*

We act within the laws and regulations affecting our business conduct, including those pertaining to anti-corruption, competition law, transportation, environment, health and safety.

### *Business Ethics*

We conduct business in an ethical manner and with integrity. All corruption and fraud is prohibited. Our employees are strictly prohibited to participate in any illegal activities in business or government relationships. We do not give nor take bribes or any other payments for favorable treatment as an incentive for doing business.

### *Labor*

The UN conventions on human rights are the basis for all our activities and business relationships. We do not discriminate in hiring or during employment.

We act in accordance with laws, regulations and mandatory industry standards pertaining to minimum wages, working hours and legally mandated benefits.

We do not use child labor. Child refers to any person employed under the age of 15, or under the age for completing compulsory education, or under the age of employment in the country, whichever provides the greatest protection. We also do not make use or benefit from forced, prison, bonded or involuntary labor.

We do not tolerate employees taking illegal drugs or employees conducting company business while impaired by drugs including alcohol.

### *Environment*

We provide a safe and healthy working environment and strive to continuously improve. We care for and protect each other, our business and our environment. Our employees are aware of health, safety and environmental risks and are appropriately trained to minimize risks and possible impacts of emergency situations. Preventive health and safety programs are in place.

We act according to the Responsible Care initiative and follow its program. Our systems ensure safe handling, movement, storage, recycling, reuse or management of waste, air emission and waste-water discharges.

Chatarina Schneider

CEO

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