

QUALITY **CONNECTS.**



Code of Conduct
for Business Partners

QUALITY WORKS.

LANXESS
Energizing Chemistry

CODE OF CONDUCT FOR BUSINESS PARTNERS

As a globally-active specialty chemicals group, LANXESS bears responsibility for the appropriateness of its business and for protecting people and the environment. We are convinced that long-term corporate success and added value for society can only be achieved through consistently responsible, value-based, and lawful action. LANXESS promotes these principles of action throughout its entire value chain and selects its business partners (e.g. suppliers, customers, distribution partners) on the basis, among other things, of the extent to which they share our social and environmental values.

These values are geared toward the UN Sustainable Development Goals as well as the global Responsible Care® program of the chemical industry, and they are published as part of LANXESS's corporate policy as well as the LANXESS Code of Conduct. As a member of the UN Global Compact Initiative, LANXESS is expressly committed to adhering to the principles in the fields of anti-corruption, working standards, human rights, and environmental protection. With a compliance management system that is implemented throughout the group, we support our employees to comply with these rules. LANXESS requires its business partners to ensure compliance with the principles contained in this Code of Conduct as well as with all applicable laws and regulations along their supply chain wherever they operate.



TRANSPARENT BUSINESS RELATIONSHIPS

Our business partners...

- take decisions based solely on objective criteria and are free from conflicts of interest in doing so.
- do not tolerate any form of corruption and ensure that their employees, subcontractors, or legal representatives neither accept bribes or kickbacks from business partners, public officials, or third parties, nor offer bribes or kickbacks to them.
- refrain from improper donations, inappropriate gifts, invitations, entertainment, or other undue benefits meant to influence our employees or third parties. In addition our business partners do not demand or accept any inappropriate benefits.
- comply to the applicable legal provisions when dealing with public authorities and officials.
- use advisers and intermediaries only in observance of the laws that apply.
- implement the measures required to prevent money laundering in their company.



FAIR COMPETITION AND EXPORT CONTROL

Our business partners...

- comply with the applicable antitrust laws and do not enter into any anti-competitive arrangements.
- follow all applicable laws, regulations and sanctions, including laws to combat international terrorism, when importing and exporting goods or services and when transmitting information.



RESPECT FOR HUMAN RIGHTS AND CORPORATE RESPONSIBILITY

Our business partners...

- respect the rights of all human beings and act in accordance with the Universal Declaration of Human Rights and the Ten Principles of the UN Global Compact as well as the labor standards of the International Labour Organization (ILO). In particular, they prevent child labor (ILO Conventions No. 138 and No. 182) and forced labor (ILO Convention No. 105) as well as any form of modern slavery, repression in the working environment and human trafficking.
- treat all employees equal regardless of their ethnic heritage, skin color, age, gender, religion, nationality, sexual orientation, social background, physical and mental abilities, or political opinion. Equal treatment also includes, in particular, the payment of equal remuneration for work of equal value.
- respect the fundamental right of all employees to form or join worker representations and not to unjustifiably discriminate against employees for this reason, as well as the right of worker representations to operate freely in accordance with legal regulations, including the right to strike and the right to collective bargaining.
- respect the legal provisions on a living wage, appropriate remuneration, statutory social benefits, and a reasonable limitation of working hours.
- adhere to the applicable laws and regulations on product safety (e.g. regarding the classification, labeling and packaging of hazardous substances and mixtures) and any statutory provisions regarding health and safety, sufficient safety standards in the workplace as well as appropriate protective measures. Employees are adequately trained and particularly informed of identified hazards, the appropriate protective measures, receive suitable protective equipment and clothing at no cost and regular safety trainings.
- refrain from unlawful eviction and seizure of land, forests and waters through acquisition, development or other use thereof.
- refrain from hiring or using private or public security forces if, due to a lack of instruction or control, there is a risk of violating the prohibition of torture, cruel, inhuman, degrading treatment or any other danger to life, limb, or infringing on the freedom of association.
- provide their employees and business partners with channels to report violations of the principles specified herein or violations of laws.

ENVIRONMENTAL AND CLIMATE PROTECTION

Our business partners...

- observe environmental regulations and international standards, in particular to avoid illegal soil contamination, water pollution, air pollution, noise emissions or water consumption.
- protect the environment by conserving natural resources and minimizing the environmental impact caused by their products and the production thereof.
- help to reduce energy consumption and harmful emissions.
- comply with the applicable laws and regulations on conflict minerals, the handling of mercury (Minamata Convention) and persistent organic pollutants (Stockholm Convention), and the export of hazardous waste (Basel Convention).

DATA PROTECTION, PROTECTING CONFIDENTIAL INFORMATION, AND INTELLECTUAL PROPERTY RIGHTS

Our business partners...

- protect the personal data of employees, customers, suppliers, and other data subjects and comply with all applicable data protection laws.
- respect the know-how, patents, and trade/business secrets of LANXESS and third parties. They do not pass such information on without prior express written consent of the rights holders.

COMPLIANCE AND ACKNOWLEDGEMENT

- The business partner commits to comply with the aforementioned principles in the business relationship with LANXESS. The business partner also communicates these principles or equivalent ones to its own business partners that it engages in the context of its business relationship with LANXESS and promotes compliance with them.
- If the business partner has established its own code of conduct and it is equivalent to the principles specified above, LANXESS and the business partner acknowledge their respective codes as equivalent.
- LANXESS reserves the right to verify compliance with the above principles at its suppliers. The direct supplier undertakes to support LANXESS in this process.

VIOLATIONS OF THIS CODE OF CONDUCT FOR BUSINESS PARTNERS

- LANXESS considers compliance with the principles above to be essential to the business relationship between LANXESS and the business partner. Violations are to be ceased immediately.
- If a business partner fails to observe these principles, LANXESS reserves the right to discontinue the business relationship with the respective business partner.



Internet:
www.lanxess.com

DO YOU HAVE QUESTIONS?

Compliance Organization

You are welcome to contact the LANXESS Compliance Organization.
Email: compliance-helpdesk@lanxess.com

Integrity Line – SpeakUp

The SpeakUp website offers you the opportunity to contact us also anonymously if preferred.
Internet: <https://www.speakupfeedback.eu/web/lanxessbusinesspartners>