



TRUST CHEM
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Trust Chem Code of Conduct

This Code of Conduct is binding for all employees of the Trust Chem Group.

Trust Chem is committed to creating long-term value for its customers, employees and society, recognizing that sustainable profit is essential for the continuity of its business.

Trust Chem strives to meet high standards of performance and behavior based on the Company's core values of business conduct. These core values are entrepreneurial spirit, personal integrity and social responsibility.

Human Rights, Labor and Social Standards

Trust Chem is particularly committed to the abolition of all forms of child and forced labor, the principle of non-discrimination, the recognition of the freedom to associate, collective bargaining and social partnership, fair compensation and benefits based on local market conditions, entitlement to adequate working hours and paid leave as well as maintaining proportionality in disciplinary measures and security.

Trust Chem is committed to equal employment opportunities and to compliance with all applicable laws that particularly prohibit employment discrimination

Protection of Health, Safety and Environment

Concern for Health, Safety and Environment is an integral part of Trust Chem's business policy. Trust Chem actively promotes this by following related laws and other local requirements to protect employee's health, safety, and the environment.

Trust Chem acts responsibly to prevent harm to the health of its employees and business partners. Trust Chem strives to prevent injuries by providing a safe working environment for employees, visitors and the community. Trust Chem strives to continuously improve the quality and effectiveness of our processes with regards to health, safety and environmental issues.

Corruption

Trust Chem insists on integrity and fairness in all aspects of its business operations. Bribery and any other form of unethical business practice are prohibited. Trust Chem's employees are expected to avoid all situations in which their personal or financial interests may conflict with the Company's interest.

All business transactions shall be accurately and completely recorded in accordance with the Company's accounting principles and local laws and can be subject to audit.

Information Protection

Any non-public information about Trust Chem that, if disclosed, would be detrimental to the company, or would give someone an unfair business or personal advantage, is confidential property of the company. Inventions, patents and expertise are particularly important for Trust Chem. You must always keep confidential information secret and protected against unauthorized access by third parties. You must also not exploit your knowledge of such information for your personal gain or the benefit of a third party. This also applies to confidential information disclosed to you by third parties.