



Kromachem Code of Conduct

Statement

Kromachem's Business Code of Conduct sets out our commitment to carrying out business in a fair way: treating everyone with honesty, integrity and respect. Each employee shares the responsibility to work to the standards set out in the Business Code of Conduct and to conduct our business in a professional, safe, ethical and responsible manner. The Business Code of Conduct brings together our policies on compliance and ethical issues. All employees must familiarise themselves with the Business Code of Conduct and the policies referred to in it and conduct themselves in accordance at all times without exception or compromise.

Policies

Kromachem commits:

1. Legal compliance

To comply with the laws of the applicable legal system(s).

2. Prohibition of corruption and bribery

To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law; to abstain from any money-laundering activities.

3. Respect for the basic human rights of employees

To promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age; to respect the personal dignity, privacy and rights of each individual; to refuse to employ or make anyone work against his will or force to work in compliance with the Modern Slavery Act 2015; to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty; to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative; to provide fair remuneration and to guarantee the applicable national statutory minimum wage; to comply with the maximum number of working hours laid down in the applicable laws; to recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.

4. Prohibition of child labour

To recruit, hire or employ no workers under the age of 15 or the minimum applicable working age, whichever is the higher.

5. Health and safety of employees

To take responsibility for the health and safety of its employees; to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases; to provide training and ensure that employees are educated in health and safety issues; to set up and use an occupational health & safety management system.

6. Environmental protection

To act in accordance with the applicable statutory and international standards regarding environmental protection; to minimize environmental pollution and make continuous improvements in environmental performance; to set up and use an environmental management system.

7. Supply chain

To use reasonable efforts to promote among its suppliers compliance with this Business Code of Conduct, and to comply with the principles of non-discrimination with regard to supplier selection and treatment.



Steve Kensbock

Managing Director