

Ethics policy as part of our sustainability policy

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entered into force on:
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We are the Follmann Chemie Group, your partner for specialty chemicals

The Follmann Chemie Group is an owner-managed, internationally operating group of companies with headquarters in Minden. The Group includes the Follmann and Triflex divisions, with numerous foreign companies. The Group's key competences include the development, production and distribution of speciality chemicals. We produce printing inks, adhesives and coatings for the processing industry, and seals, markings and infrastructure products for the construction chemical industry. Over 900 employees all over the world help us to generate a turnover of approx. EUR 250 million, with a production volume of over 60,000 metric tonnes.

We are committed to appreciation, innovation and sustainability

We have outlined our economic and environmental responsibility in more detail in our sustainability and environmental policies. Our social responsibility plays a key role in our sustainability strategy and is firmly embedded in the corporate culture of the Follmann Chemie Group in the form of the three values of **appreciation, innovation and sustainability**. These values act as guidelines for our employees and for the way in which we deal with customers, suppliers, business partners and other stakeholders (referred to collectively as "stakeholders") along the value chain.

With our vision of **"Together we can make a difference, with solutions that build the future"**, one of our focus topics is **health & well-being** - we act as people, for people.

Our 2030 targets are as follows:

- **Protection of people** in the production, processing and use of our products
=> As part of our chemicals strategy, we are already taking proactive steps to identify those chemicals that will be subject to future restrictions or usage bans and to no longer consider these chemicals in our new developments. We are also working to eliminate them from existing products on a medium-term basis. For example, we no longer use any per- and poly fluoroalkyl substances (PFAS).
=> Reduction in the use of toxic, carcinogenic or mutagenic substances or substances that are toxic for reproduction (CMR) and substances of very high concern (SVHCs) to less than 0.5%.
=> We have an annual target of zero reportable workplace accidents
- **Added value for the users** of our products in their own sustainability-related endeavours
=> All important product systems have a "sustainability data sheet" to help create transparency and to communicate the added value

As an internationally operating company, we take responsibility for respecting human rights within our sphere of influence at a global level and making sure that our business activities do not violate these rights.

We comply with applicable law in all countries where we have our sites and are committed to complying with international human rights standards. If national law goes beyond these standards, we act in

accordance with this local standard. In countries where national laws or provisions deviate from or restrict these requirements, we follow the international standards to the extent permitted by the national law in question. Within the framework of our operational capabilities, we observe the core labour standards of the International Labour Organization (IAO). In our supply chain, we hold our suppliers and service providers to account through our supplier code of conduct and monitor their compliance with the regulations. With our separate declaration on respecting human rights, we are also sending a clear signal that we do not tolerate human rights violations.

The [UN Global Compact](#) and [Charta der Vielfalt \[Diversity Charter\]](#) initiatives that we have signed up to serve as a guiding framework:



The Follmann Chemie Group is committed to the ten principles of the UN Global Compact:

- 1. Businesses should support and respect the protection of internationally proclaimed human rights.**
- 2. Businesses should make sure that they are not complicit in human rights abuses.**
=> Complying with human rights is vital for us and completely non-negotiable – which is why we also expect our business partners to guarantee compliance with human rights.
- 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.**
=> We respect our employees' rights to found or join trade unions of their own free will. We respect our employees' right to organise and their right to collective bargaining, in particular with regard to the preservation, promotion and shaping of economic, wage and labour conditions.
=> Wages, working hours and social benefits: we guarantee a fair remuneration policy, respect the living wage or local minimum wage levels including the statutory social benefits and the national legislation regarding working hours.
=> Compatibility of career and family: within the framework of our operational capabilities, we support a variety of working-hour models, thereby helping our employees reconcile their career and their family.
- 4. Businesses should uphold the elimination of all forms of forced and compulsory labour.**
=> Freedom of employment: we oppose any form of forced and compulsory labour.
Target: Zero confirmed cases of forced labour in the financial year (evaluation of whistleblower system)
- 5. Businesses should uphold the effective abolition of child labour.**
=> We have a clear “zero tolerance” policy when it comes to child labour.

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Target: Zero confirmed cases of child labour in the financial year (evaluation of whistleblower system)

6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

=> We appreciate diversity in our workforce. We have signed up to the [Charta der Vielfalt \[Diversity Charter\]](#) initiative and make personnel decisions free from prejudice. Discriminatory actions, particularly based on ethnic, national and social background, skin colour, sex, age, religion and ideology, political activity, membership of an employee organisation, disability, sexual orientation or other personal characteristics is actively opposed.

=> Management of and interaction with employees: fairness, appreciation and professionalism are important aspects of collaboration for us, both within the company group and in our dealings with external parties. Fairness forms the basis for any collaboration. We appreciate every single one of our employees. We share risks and opportunities, and always communicate with our business partners as equals. All employees can rely on the fact that decisions and agreements will always be made based on objective criteria such as individual qualifications, performance and capability, and that managers will always act along these lines.

=> Training and qualification: we invest in research and development as well as in people and processes. We offer an extremely wide range of appropriate training options to help young people get their professional lives off to a successful start. We offer development opportunities for all our employees in the form of specialist and more general further training.

=> Compatibility of career and family: we offer flexible rules on mobile working.

Principles 7 to 9 relate to environmental aspects and are considered in more detail in our [environmental policy](#).

10. Businesses should work against corruption in all its forms, including extortion and bribery.

=> It is important to us to have fair competitive practices and a zero-tolerance approach to corruption.

By signing the [Charta der Vielfalt \[Diversity Charter\]](#), the Follmann Chemie Group also proves that it fosters an organisational culture characterised by mutual respect and appreciation. We put the essential conditions in place to ensure that managers and employees recognise, share and live by these values and that they are specifically obligated to comply with them, that our HR processes take into account the varied capabilities and talents of all employees while also meeting our performance expectations, and that diversity both within and outside of the organisation is acknowledged, and the associated potential appreciated and used to profitable effect for the company.

Legal compliance: Compliance with the applicable legal regulations and laws and the rejection of any form of corrupt or unethical business conduct is essential to us and a key element of our business activities. We are committed to fair and transparent business practices. Illegal, anti-competitive or unfair conduct is not tolerated.

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We communicate with honesty and trust

We have created an environment within our group of companies that is characterised by mutual appreciation and respect. It is important to us to have a corporate culture that promotes open communication and flexibility. This ethics policy is made accessible to all stakeholders in a suitable manner, in particular on the [Follmann Chemie Group](#) website.

Our complaints system

Our [whistleblower system](#) can be used to report breaches of our compliance standards at any time, while ensuring confidentiality and anonymity. We look into the reports and take appropriate action where necessary.

Scope

This ethics policy applies to all companies of the Follmann Chemie Group.

Minden, 08/11/2024

Follmann Chemie Group



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Dr. Henrik Follmann

No rights of individuals or third parties can be derived from this ethics policy, and in particular no third-party property rights.

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