



TIBCHEMICALS

Code of Conduct for Suppliers

1. Preamble

The declared aim of TIB Chemicals AG is to keep the impact on the environment as low as possible in all activities. TIB Chemicals AG is committed to ecologically and socially responsible corporate management.

We expect the same behavior from all of our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behavior and to integrate them into our corporate culture. Furthermore, we strive to continuously optimize our business activities and our products in terms of sustainability and ask our suppliers to contribute to this in terms of a holistic approach.

The Code of Conduct is based on national laws and regulations such as the Lieferkettensorgfaltspflichtengesetz (LkSG), as well as international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on Children's Rights and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labor Standards of the International Labor Organization, and the United Nations Global Compact.

The Code of Conduct forms the basis for all future deliveries. The contractual partners undertake to comply with the principles and requirements of the Code of Conduct and to endeavor to contractually oblige their subcontractors to comply with the standards and regulations set out in this document.

2. Requirements to suppliers

a) Social responsibility

I. Exclusion of forced labor

No forced labor, slave labor, or work comparable in this way must be used. All work must be voluntary and without threat of punishment. Employees must be able to terminate work or employment at any time. In addition, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, and humiliation. The hiring or use of security guards must be refrained from if, during their use, persons are treated or injured in an inhumane or degrading manner or if freedom of association is impaired.



TIBCHEMICALS

II. Prohibition of child labor

Child labor must not be used in any phase of production. Suppliers are requested to comply with the recommendation from the ILO conventions on the minimum age for the employment of children. According to this, the age should not be less than the age at which compulsory education ends according to the law of the place of employment and in any case not less than 15 years. If children are found at work, the supplier shall document the measures to be taken to remedy the situation and enable the children to attend school. The rights of young workers shall be protected. Workers under the age of 18 shall not be assigned to work that is harmful to the health, safety or morals of children. Special protective regulations shall be observed.

III. Fair remuneration

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. In any case, the remuneration for overtime must exceed the remuneration for regular hours. Insofar as the remuneration is not sufficient to cover the costs of ordinary living and to build up a minimum level of reserves, the Supplier shall be obliged to increase the remuneration accordingly. Employees shall be provided with all benefits prescribed by law. Deduction of wages as a punitive measure shall not be permitted. The supplier shall ensure that employees receive clear, detailed and regular written information on the composition of their remuneration.

IV. Fair working hours

Working hours must comply with applicable laws or industry standards. Overtime is only permitted if it is worked on a voluntary basis. Employees must be granted at least one day off after six consecutive working days. The weekly working time, including overtime, may not exceed 60 hours.

V. Freedom of association

The right of employees to form and join organizations of their choice and to bargain collectively and to strike shall be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative means of independent and free association of employees for the purpose of collective bargaining shall be provided. Employee representatives shall be protected from discrimination. Employees shall not be discriminated against on the basis of forming, joining or being a member of such an organization. They shall be granted free access to the workplaces of their colleagues to ensure that they can exercise their rights in a lawful and peaceful manner.



TIBCHEMICALS

VI. Prohibition of discrimination

Unequal treatment of employees in any form is inadmissible unless it is justified by the requirements of the employment. This applies, for example, to discrimination based on gender, race, caste, national, ethnic or social origin, skin color, disability, health status, political conviction, origin, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

VII. Health protection, safety at work

Suppliers are responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the activity. Excessive physical or mental fatigue shall be prevented by appropriate measures. In addition, employees are regularly informed and trained on applicable health and safety standards and measures. Employees shall be provided with access to drinking water in sufficient quantity as well as access to clean sanitary facilities.

VIII. Preserving the natural foundations of life

Suppliers shall not deprive land, forests or waters, the use of which secures the livelihood of persons, in violation of applicable rights. Harmful soil changes, water and air pollution, noise emissions and excessive water consumption must be refrained from if this harms the health of persons, significantly impairs the natural basis for the production of food or prevents the access of persons to safe drinking water or sanitary facilities.

IX. Complaint mechanisms

Suppliers shall pass on information received from TIB Chemicals AG regarding accessibility, responsibility and the implementation of a complaints procedure to its employees in an appropriate manner. The grievance procedure must be accessible to employees while maintaining confidentiality of identity and effective protection against discrimination. To the extent that no notice is given, Supplier itself shall be responsible at the plant level for establishing an effective grievance mechanism for individuals and communities who may be affected by adverse impacts.



TIBCHEMICALS

X. Handling conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, TIB Chemicals AG establishes processes in accordance with the Organisation for Economic Cooperation and Development (OECD) Guiding Principles for Due Diligence to Promote Responsible Supply Chains for Minerals from Conflict and High-Risk Areas and expects the same from its suppliers. Smelters and refiners without adequate, audited due diligence processes should be avoided. Procurement of the above minerals shall comply with the requirements of Regulation (EU) 2017/821 and the TIB Supply Chain Policy "Responsible Sourcing of 3TG Materials".

b) Ecological responsibility

I. Treatment and discharge of industrial wastewater

Wastewater from operations, manufacturing processes, and sanitary facilities should be typed, monitored, inspected, and treated as necessary prior to discharge or disposal. In addition, measures should be introduced to reduce the generation of wastewater.

II. Handling air emission

General emissions from operations (air and noise emissions) and greenhouse gas emissions are to be typed, routinely monitored, verified, and treated as needed prior to their release. Suppliers are also required to monitor emission control systems and are encouraged to find economical solutions to minimize any emissions.

III. Handling waste and hazardous substances

Suppliers shall follow a systematic approach to identify, handle, reduce and responsibly recycle or dispose of solid waste. Chemicals or other materials that pose a hazard when released into the environment shall be identified and handled in a manner that ensures safety during their handling, transportation, storage, use, recycling or reuse, and disposal.

IV. Reduce consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of waste of any kind, including water and energy, shall be reduced or avoided. This is done either directly at the point of origin or through procedures and measures, for example by changing production and maintenance processes or procedures in the company, by using alternative materials, by savings, by recycling or with the help of the reuse of materials.



TIBCHEMICALS

V. Handling energy consumption/efficiency

Energy consumption is to be monitored and documented. Economic solutions are to be found to improve energy efficiency and minimize energy consumption.

c) Ethical business behavior

I. Fair competition

The standards of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws are to be applied, which, in dealing with competitors, prohibit in particular agreements and other activities that influence prices or conditions. Furthermore, these regulations prohibit agreements between TIB Chemicals AG and its suppliers, which are intended to restrict customers in their freedom to autonomously determine their prices and other conditions when reselling.

II. Confidentiality/data protection

Suppliers undertake to meet the reasonable expectations of their employees, suppliers as well as TIB Chemicals AG and its customers with regard to the protection of private information. Suppliers shall comply with data protection and information security laws and regulatory requirements when collecting, storing, processing, transmitting and disclosing personal information.

III. Intellectual property

Intellectual property rights shall be respected; technology and know-how transfers shall be made in a manner that protects intellectual property rights and customer information.

IV. Integrity/Bribery, Taking Advantage

The highest standards of integrity must be applied in all business activities. Suppliers shall have a zero tolerance policy in prohibiting all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be applied to ensure compliance with anti-corruption laws.



TIBCHEMICALS

3. Implementation of requirements

We expect our suppliers to identify risks within their supply chains and to take appropriate measures. In case of suspected violations as well as to safeguard supply chains with increased risks, the supplier will inform TIB Chemicals AG promptly and, if necessary, regularly about the identified violations and risks as well as the measures taken.

TIB Chemicals AG reserves the right, after prior consultation with affected suppliers, to check compliance with the standards and regulations listed in this document at the supplier's sites during normal business hours. In this context, necessary and reasonable restrictions of the supplier to protect his trade secrets or due to data protection regulations are accepted.

If a violation of the regulations of this Code of Conduct is established, TIB Chemicals AG shall notify the supplier thereof in writing within one month and set him a reasonable grace period to bring his conduct in line with these regulations. If such a violation occurred culpably and makes a continuation of the contract until the ordinary termination unreasonable for the Customer, the Customer may terminate the contract after the fruitless expiry of the set period of grace, if he has threatened to do so when setting the period of grace. A statutory right to extraordinary termination without setting a grace period shall remain unaffected, as shall the right to claim damages.

Mannheim, April 2023

Dr. Henner Spelsberg
Chief Executive Officer TIB Chemicals AG