AB ACHEMA CODE OF CONDUCT FOR BUSINESS PARTNERS

AB Achema deeply values the relationships and cooperation with all of its partners and wishes to develop business ties with businesses that adhere to certain values. AB Achema upholds the values of the United Nations Sustainable Development Goals and conducts business in line with internationally recognized human rights, environmental sustainability principles and responsible business ethics. AB Achema requires that similar standards are applied in the conduct of business of its partners.

This code of conduct seeks to provide the basic guidelines on the values and ethics that AB Achema expects its partners to display. These guidelines apply throughout the supply chain, meaning that all of AB Achema's partners must ensure that their own business partners apply similar standards in their operations.

We expect any violations of the points laid out in this document to be promptly reported to AB Achema. Failing to comply with the guidelines may result in the termination of the business relationship.

1. HUMAN RIGHTS AND WORK ENVIRONMENT

Partners must provide a fair working environment for all employees. Work organization, hiring and compensation practices must follow international standards, national laws and policies. All employees must be treated fairly and with respect. We expect that cooperating business partners are following principles and requirements listed hereunder:

1.1 Child labor is not permitted. No employee must be under the legal working age. Young employees do not perform hazardous work.

1.2 Forced labor of any form is not allowed.

1.3 Employees have the right to participate in trade unions and other work-related organizations. Employees must not be penalized for participating in the aforementioned organizations.

1.4 Employees are allowed to raise complaints. Employees are not penalized for raising complaints.

1.5 Employees work under a written employment contract. Illegal work is not tolerated.

1.6 Employees are free from any forms of physical and mental punishment, harassment or threats.

1.7 Discrimination based on gender, age, race, disability or sexual orientation is forbidden. Equal opportunities for advancement and development of work-related skills must be ensured.

1.8 Employees are provided with adequate work and safety training, protective equipment. Employees are not exposed to inadequate safety hazards at work. Work-related accidents are to be acted upon and actions must be taken to avoid such accidents in the future.

1.9 AB Achema values and promotes Employee health. AB Achema expects that its partners will provide its employees with healthy working conditions and ensures that health of every single employee is protected.

1.10 Employees are fairly compensated for their work. Employees must be paid no less than the legal minimum wage.

2. ENVIRONMENTAL PROTECTIONS

AB Achema supports initiatives to protect the environment and encourages its partners to do the same. AB Achema supports the use of environmentally friendly technologies and the use of renewable energy.

1.1 Operations of AB Achema partners must be in line with national environmental laws and regulations.

1.2 Severe environmental pollution is not permitted.

1.3 Any environmental incidents must be immediately reported to the relevant national institutions. Steps must be taken to prevent such incidents in the future.

2.4 Sources of currently used energy are known and verified.

2.5 Waste is stored, transported, disposed and recycled in an environmentally friendly way, limiting ground, water and other pollution.

3. BUSINESS ETHICS

AB Achema expects its partners to adhere to high ethicacy standards as well as to national and international laws and regulations.

3.1 AB Achema does not tolerate corruption of any kind and expects its partners not to engage in any forms of corruption.

3.2 AB Achema strictly follows Fraud and anti-money laundering rules and regulations and requires its partners to do the same.

3.3 AB Achema engages in free and open business practices and does not tolerate anti-competitive agreements.

3.4 All national and international laws and regulations related to this document are followed.

3.5 Material that is classified as confidential must be protected and not disclosed. All relevant data protection laws and regulations must be followed.

3.6 Any misuse of AB Achema products is strictly forbidden. All products must only be used in line with relevant national and international rules and regulations. All partners must ensure that AB Achema products are used legally throughout the whole supply chain.

Any violations of the points above should be immediately reported to AB Achema at

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