

# Code of Conduct of AKEMI GmbH\*

## I. Sustainable relations

Since 1933, our business has not been based on short-term success, but on sustainable behaviour. In the long term, we can only be successful and creatively shape the future, if we can convince our partners of our visions and take them with us on our common journey. This applies to employees, suppliers, customers and our society in general.

Lasting relations with people, companies and organisations require trust, which grows slowly and flourishes over decades. Problems of our business partners are taken seriously and solutions are sought jointly. We are grateful for the loyal and long-lasting cooperation that connects us with numerous employees and business partners.

## II. Tolerance towards other cultures

As an internationally active company, we maintain subsidiaries or participations in Europe, Asia as well as North and South America. Respectful interaction with employees and business partners from other cultures and an understanding of local differences and challenges are part of our identity. We see different ways of thinking as an enrichment for the corporate culture and respect the achievements and history of other peoples.

## III. Value guide

Basically, we are guided by the values of the honourable businessman who need economic success in order to be able to invest in his future and to survive in competition in the long term. We stand for reliability, decency, solidarity, diligence, a sense of community, honesty, humility and the commitment to property, responsibility and freedom. It is also important for our sustainable behaviour not to give in to every temptation of the zeitgeist.

## IV. Ethical business conduct

We are committed to acting lawfully and reject corruption, bribery, venality, fraud and prohibited business practices. We behave fairly in competition and stand by data protection and industrial property rights.

## V. Social and working conditions

Fair working and social conditions are a matter of course for us and our business partners. This excludes forced labour, prohibited child labour, exploitation, suppression of freedom of association and assembly.

We ensure equal treatment of employees, unless the unequal treatment is justified by the requirements of the activity or employment. This applies in particular to discrimination based on gender, national, ethnic or social origin, skin colour, disability, health status, political conviction, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected. A safe and healthy working environment is important to us.

*\* For reasons of easier readability, the simultaneous use of the language forms male, female and diverse (m/f/d) is avoided.  
All person terms apply equally to all genders.*

## **VI. Ecological responsibility**

Furthermore, we are aware of our ecological responsibility. The avoidance of environmental pollution as far as possible, the careful use of natural resources (including energy and water) as well as the minimisation of waste are important to us. As a company that handles hazardous substances and dangerous goods, we comply with all relevant regulations, especially with regard to labelling, safe handling, movement, storage, disposal and distribution. Our Research & Development department is constantly working on replacing hazardous substances with less hazardous ones. Where possible, we use renewable raw materials.

To ensure process reliability, we use the ISO 9001:2015 quality management system.

## **VII. Current version**

The current version of the Code of Conduct of AKEMI GmbH can be found at [www.akemi.de/en/company/compliance](http://www.akemi.de/en/company/compliance).