

Supplier Code of Conduct

Brenntag, the global market leader in chemical distribution, strives to improve sustainability not only in its own company but also in the supply chain of the chemical industry. Our goal is the continuous global development of our sustainability strategy, thus harmonizing economics with ecology and social issues as part of our business activities.

Sustainability can only be ensured through the joint commitment of all stakeholders within the chemical industry. That is why Brenntag maintains a close and ongoing dialogue with its suppliers and customers. It also implies that we expect our suppliers as well as their suppliers and subcontractors to fully comply with applicable laws and adhere to internationally recognized environmental, social and corporate governance standards.

In order to express our expectations, we have adopted this Supplier Code of Conduct which is based on Brenntag's Code of Business Conduct and Ethics, the United Nations Global Compact¹ and the Responsible Care² program.

Environment & Safety

- Suppliers shall comply with all applicable environmental, health and safety regulations.
- Suppliers shall ensure in all of their operations, procedures, services and products the protection of the health and safety of employees, suppliers, customers, subcontractors, neighbors and the general public.
- Suppliers shall use resources efficiently, reduce waste and minimize continually environmental impacts on air, water and soil.

Ethics & Labor Standards

- Suppliers shall treat their employees with respect and honesty, comply with all applicable laws and regulations and conduct their business in an ethical manner.
- Suppliers shall support the protection of internationally proclaimed human rights and will not be complicit in human rights abuses.
- Suppliers shall not engage in any kind of compulsory or child labor and fight discrimination at the workplace.
- Suppliers shall comply with social and minimum standards, such as minimum wages, fair working hours and freedom of association and collective bargaining.

Governance

- Suppliers shall abide by all applicable national and international antitrust and trade control regulations.
- Suppliers shall work against corruption including bribery and ensure that personal relationships do not affect business activities.
- Suppliers shall make appropriate use of confidential information and ensure that all intellectual property rights are respected.

Brenntag may ask its suppliers to verify their compliance with the above mentioned standards by any of the following methods and request corrective action if there is a reason for concern:

- **Third-Party Assessments:** We may solicit desktop information from a third party, e.g. a data provider, on supplier compliance and performance with regard to these standards.
- **On-Site Audits:** We or an authorized third party acting on our behalf may contact suppliers and ask for permission to verify compliance with these standards on site.

(As of October 2015)