

Supplier Code of Conduct Requirements for LANXESS suppliers and service providers

As an international specialty chemicals group, LANXESS bear a major responsibility toward people and the environment. Our entrepreneurial activities reflect this sense of responsibility. Safety, environmental protection, social responsibility, quality and commercial efficiency are all key corporate goals at LANXESS. That's why we pursue responsible business practices to combine the demands of economy, ecology and society in a coherent overall concept – Sustainability. Our mission is to ensure we comply with legal requirements and in many cases go beyond them. We work to continuously improve conditions for people and the environment on a sustainable basis.

LANXESS therefore gives preference to suppliers and service providers (“suppliers”) that share our fundamental social and environmental values. These values are based on the guiding principle of Sustainable Development and Responsible Care® and are published as part of the LANXESS “Corporate Policy” and the “Code for Legal Compliance and Corporate Responsibility at LANXESS”

As a member of the UN Global Compact initiative, LANXESS also expects its suppliers to ensure respect for human rights and compliance with all national and other laws and regulations on protecting the environment, health and safety in the workplace and using appropriate labor and hiring practices wherever they are active. Specifically, this means:

Fundamental employee rights and work practices

We expect our business partners to ensure fair treatment of their employees in accordance with applicable laws and regulations at all their facilities throughout the world. This includes the following issues in particular:

- Freely chosen employment: Business partners must ensure no form of forced labor is used and that employment is on the basis of free will.
- No Child labor: Employment practices must satisfy the International Labour Organization (ILO) conventions relating to minimum age and child labor.
- No Discrimination: Discrimination on the basis of race, skin color, age, gender, sexual orientation, ethnicity, religion, disability, union membership or political opinions is prohibited.
- No Harsh or inhumane treatment: Molestation and physical abuse and the threat of this are prohibited.
- Compliance with social and minimum standards such as minimum wages, fair working hours and freedom of association.

Occupational health and safety

We expect our suppliers, in accordance with applicable laws and regulations, to offer employees a safe and healthy working environment at all their facilities throughout the world.

Trading Business Safety

We expect our suppliers to be certified by AEO. To secure trading business safety, we recommend our suppliers to manage the supply chain in accordance with AEO standard.

Environmental protection

We expect our suppliers to pay close attention to protecting and safeguarding the environment and to strive to cut their use of resources, waste and emissions in carrying out their business operations in accordance with applicable laws and regulations.

Ethical and moral business standards

We expect our suppliers to comply with relevant international, national and local laws and regulations and not to get involved with corruption, bribery, fraud or blackmail. They shall not offer or accept gifts, payments or other benefits that induce someone to act contrary to their obligations.

We expect our suppliers to have appropriate management systems / introduce these promptly to ensure compliance with applicable laws and requirements from this Supplier Code of Conduct. The systems are to be monitored and optimized on a continuous basis.

LANXESS must be informed immediately of any breach of applicable laws or provisions of the Supplier Code of Conduct. LANXESS reserves the right to monitor compliance with this Supplier Code of Conduct or to have compliance monitored by independent third parties at any time and without prior notification, with monitoring at suppliers' premises being performed – where necessary – in agreement with suppliers and in accordance with applicable laws. LANXESS reserves the right to terminate business relationships in the event of a breach of applicable laws or this Supplier Code of Conduct by suppliers.

Suppliers can report any non-compliance issue to LANXESS Country Compliance Officer via one of the following channels:

Mail: ComplianceLine@lanxess.com

Tel: +852 92602023

13052150803

Fax: 800 819616

+86 21 61091421

供应商行为准则

对朗盛供应商和服务供应商的要求

作为一家国际性的特殊化学品集团，朗盛对人和环境负有重大的责任。我们的企业行为反映了这种责任感。安全，环境保护，社会责任，质量和经济效率是朗盛的关键企业目标。这就是为什么我们追求负责任的商业行为，以达到经济，生态和社会需求的有效平衡-可持续发展。我们的使命是确保遵守法律要求并且在很多方面超越法律要求。我们致力于在可持续发展的基础上不断改善人民和环境的条件。

朗盛优先选择和我们有共同社会和环境基础理念的供应商和服务提供商。这些理念是基于“可持续性发展和责任关怀”和“朗盛合规性和公司责任关怀准则”等指导原则，这些指导原则也是朗盛“公司政策”的一部分。

作为联合国全球盟约的发起成员之一，朗盛也希望他的供应商们能尊重人权并且遵守所有国家性和其他关于保护环境，健康和安全的法律和规定，采用适用的劳动和雇佣政策。特别是以下：

员工权利和工作实践的基本原则

我们希望我们的商业伙伴能保证公平对待他们在世界各地的员工并遵守适用的法律法规。特别是以下几项事宜：

- 自由选择职业：商业伙伴必须保证不存在任何形式的强制用工，雇佣关系是建立在自愿的基础上。
- 不雇佣童工：雇佣关系必须满足国际劳工组织（ILO）有关最小年龄和儿童用工的条约规定。
- 无歧视：禁止任何基于人种，肤色，年龄，性别，性取向，种族，宗教，残疾，工会成员或政治观点的歧视。
- 无残忍对待：禁止折磨和躯体虐待或威胁将进行这2项举动。
- 遵守社会和最低标准，如最低工资，公平的工作时间和自由交际。

职业健康和安全

我们希望我们的供应商遵守适用的法律和法规，在他们全球范围内的设施内给员工提供安全和健康的工作环境。

贸易安全

我们希望我们的供应商能够成为AEO认证企业。为了确保贸易安全，我们建议我们的供应商按照AEO认证标准实施供应链管理。

环境保护

我们希望我们的供应商能够密切关注于环境保护，在企业运作中努力减少消耗资源，排出废弃物和排放，遵守适用的法律和法规。

商业伦理道德规范

我们希望我们的供应商遵守相关的国际，国家和当地法律法规，不涉及腐败，贿赂，欺骗和敲诈勒索。他们不应提供和接受礼物，款项和其他利益来引诱他人做出违背本人合法义务的行为。

我们希望我们的供应商拥有或迅速引入适合自己的管理系统以保证遵守适用的法律和要求，该系统需被密切关注并持续改进。

如有任何违反适用法律或本供应商行为准则的任何条款必须第一时间通知朗盛。朗盛保留在任何时间并且事先不通知的情况下自己或委托第三方独立机构监督本供应商行为准则的遵守情况的权利。如需要，在和供应商达成协议并符合适用法律的前提下，可至供应商经营场所进行监督。如供应商违反适用法律或本供应商行为准则，朗盛保留解除业务关系的权利。

供应商可通过以下渠道向朗盛合规专员报告任何不合规的情况：

电邮: ComplianceLine@lanxess.com
电话: +852 92602023
13052150803
传真: 800 8196160
+86 21 61091421