



OUR ETHICS CHARTER

1 Our Ethics Charter

1.1 A mission, an ethical vision

Active in the chemistry sector, our company Dequachim & Dequenne Chimie is a family business with strong local roots.

Thanks to our dynamism, innovation and the quality of our work, our company has become a specialised player, recognised by the biggest names in Chemistry.

Mindful of our development and future, our company has always taken care to ensure the integrity of our practices and goals. With this Ethics Charter, we formalise, with complete transparency, our commitment to ethics and reinforce this commitment for the future.

To guarantee that it is adopted across the board, this commitment is the result of a specific project that involved all of the company's internal stakeholders.

1.2 The basic principles

Before setting out the specific values which characterise our company, we would like to highlight the one value that is central to our overall ethical approach: integrity. This value particularly involves compliance, by every company employee, with the legal framework and regulations, both in letter and spirit.

Before any further commitment, it is important to ensure our compliance with international, federal, regional and local regulations. To guarantee compliance with legislation, our company has put in place permanent regulatory monitoring to ensure that the register of legislative requirements is brought up to date, particularly at the environmental level. Informing and training all of our employees also contributes towards the active management of our legal and regulatory compliance.

Moreover, we will strive to ensure a fully inclusive collaboration with all of our employees within the different departments responsible for all controls related to the implementation of and compliance with the legislative and regulatory measures applicable to us.

Beyond legislative compliance, the company has defined three cardinal values which correspond as much to the identity of the company as to our plans for future development. These values are: Respect, Standards and Responsibility.

Respect creates the conditions for well-being.

We want to put respect at the heart of the relationships between our employees and the relationships between them and our various stakeholders. This mutual respect should allow us to maintain conditions conducive to the well-being of each and every one of our employees. It is therefore a question of participating in the establishment of a setting favourable to reinforcing the quality of the professional environment for all of our stakeholders.

This commitment is primarily reflected with respect to working conditions. We have a very strong commitment to respecting human rights, with a very particular focus on those concerning the ban on child labour, forced labour and human trafficking.

This central value of Respect is not limited to our internal stakeholders. Through our policy on sustainable and responsible purchasing, we will also ensure our compliance with a certain number of environmental and social principles and practices.

The well-being of our fellow citizens is also an integral part of our societal concerns, whether it is the well-being of the residents living close to our company or the citizens impacted by the applications in which our products are used.

An ethic based on Standards, Quality assurance

We are mindful of maintaining an ethic of standards when it comes to our professionalism. This commitment is reflected in the construction and facilitation of a quality control system which goes beyond simple reactive conformity management, and corresponds to a structuring process at all management levels of our organisation.

Responsibility guarantees Our Future

Securing the ongoing future of our company represents a central objective that can only be met if all of the stakeholders of the company are aware of their responsibilities and fulfil them through a medium- and long-term strategic vision with regards to the shareholders and management in particular, and through a daily commitment for each and every employee.

As the holder of a strong industrial ethical code, our company also strives to fight against all forms of corruption and anti-competitive practices.

1.3 A valued and involved human capital

More than ever, we want the appreciation of our human capital to be at the heart of the concerns shared by each of our employees.

This commitment starts with respect for human rights within our organisation and also when it comes to our different business partners.

Our concerns on the matter focus very specifically on the ban on child labour, forced labour and human trafficking.

Respect for human rights is demonstrated by our rejection of all forms of discrimination, the establishment of a social dialogue based on a basic foundation in terms of respect for working conditions, as well as respect for the freedom of association and expression of each individual.

The principles of respect for the individual materialise equally in terms of respect for confidentiality in relationships, as well as respect in the processing and control of personal data, in line with the General Data Protection Regulations (GDPR).

To put this commitment to a humane ethic in our professional relationships into practice, everyone must respect the roles and the responsibilities of others.

To guarantee this, our company will carefully and precisely outline the roles and responsibilities of each employee. Through the versatility that we work incredibly hard to cultivate, we also strengthen everyone's capacity to understand the importance of the role played by their colleagues.

The appreciation of human capital is also demonstrated by the availability of learning opportunities throughout everyone's professional career, such as signing up each employee for a training plan.

It also includes guaranteeing an integrated management of salaries to ensure that they are fair. To manage this, we rely on impartial analysis and have an advisory body specifically in charge of these questions. On that note, our company also wants to position itself favourably for our employees, both to retain our human capital – a way of securing the future of the company – and to promote the integration of new employees to support our development. This ethic, in terms of salaries, also takes into account the question of the attention paid by our company to the interests of our shareholders and the implementation of a profit-sharing policy for our employees.

Convinced of the opportunity that profile diversity brings, our company has naturally put together a diverse workforce, particularly in terms of gender, background and religion. Our diversity policy also guarantees the integration of people with disabilities. We can thereby maintain a societal role that aims to promote tolerance and calm collaboration between these different complementary profiles.

In addition to these fundamental elements, we also agree to be attentive to a number of formal items with regards to taking the whole workforce into consideration. More specifically, what we mean by

this is our reflection on the continuing improvement of the work space, but also on the aspect of internal communication which should allow us, in an interactive way, to identify key motivating factors and allow everyone to take ownership of the objectives and trajectory of the company, as proof of their commitment.

1.4 Governance and Methods of ethical management

To ensure these commitments to our code of ethics, our company has put in place governance and professional management methods that include shareholders, general management, line managers and the whole workforce.

This aims to encourage dialogue between all of our internal stakeholders and ensure, in the best possible way, a convergence of interests between them.

By setting up and effectively running these governing bodies, our company can ensure coherence between our ethical commitments and day-to-day operation, based on the principal aspects of strategy, human resources management, and our relationship with clients and all of our external stakeholders.

To achieve this, the company regularly carries out risk analysis in different areas (market, environment, security etc.) and has put in place policies and specific procedures regarding quality management, security, the environment and our social responsibility.

In terms of company's management methods, we also take care to listen to our external stakeholders. This attention is both proactive and reactive. We believe that ethical behaviour in business includes having the ability to take into consideration different expectations, particularly from our business partners. In an approach based on mutual respect and reciprocity, we also take care to respect our code of ethics when working with our partners, in line with a vision of our responsibility which goes beyond the strict framework of our direct employees.

1.5 Sustainable production methods

Our code of ethics manifests at the very heart of our work through the implementation of sustainable production methods.

In a very specific and historical way, innovation is at the core of our company's DNA. This value has resulted in an intense research & development dynamic, which has always integrated both the satisfaction of market standards and the continued improvement of the efficiency of our production methods in terms of resource consumption.

With regards to the products at the heart of our business, we are conscious of our impact on society, with particular attention paid to the environmental impact of our products. Incidentally, many of the applications of our products directly meet these needs in terms of improving the living environment for citizens when it comes to treating water, air or certain industrial waste.

This concern about the impact of our production methods and products is also reflected in our strong adherence to the objectives and the specific measures of the European REACH regulation. We fully assume our corporate responsibility through the identification and risk management of the substances that we manipulate, produce and market.

Beyond our products, we also take into consideration the impact of our production methods. In this regard, we develop for ourselves and with our partners circular approaches, in particular through renewable energy production and the most efficient logistics possible. In the same spirit, our company is recognised as a recycling centre for hazardous and non-hazardous waste, allowing us to recycle at least some of our waste as well as that of other businesses.

We are also fully aware of our different responsibilities, particularly regarding the safety and well-being of our employees, but also in the prevention of any risks that our activity may represent to our external stakeholders.

1.6 A strong local presence

Our company's code of ethics also manifests in a strong commitment to fully play our social role within the area in which we are based.

This commitment is reflected first and foremost through the importance that we place on risk analysis and on the work we put into preventing any of the negative impacts that our activity could generate. On that basis, we ensure both civil and environmental security to the greatest extent possible.

On a more positive note, our local presence is maintained by our long-standing relationship with local authorities to ensure our full integration into our immediate environment.

Beyond the direct and indirect effects naturally brought about by our activity and development, we are particularly attentive to the development of local employment through our inclusive approach. This commitment is particularly reflected through our active participation in a series of programmes and training schemes, and integration promoting employment.

Whenever possible, our local presence is also demonstrated in our partnerships with local producers, both in terms of supplying goods and services. This commitment should help us to boost the local economy, while also allowing us to limit a range of logistic impacts.

Finally, we believe that our role and social responsibility should not be limited to our own activities. We have therefore developed a series of commitments in terms of supporting different business and sporting initiatives.

1.7 Intelligent piloting for concrete results

This Ethics Charter represents a series of commitments for today and tomorrow.

To manage this ethical aspect in a dynamic fashion, we need to establish a link between the management of these different aspects and the actual reality. For these reasons, our company wants to mobilise this charter as a tool for structuring the analysis of the effective manifestation of our values in the field.

To ensure that these commitments are manifested in an effective manner in the day-to-day management of the company, we will commit to annually evaluate the different aspects of our Ethics Charter. We will thereby be able to identify our strengths and weaknesses, and define concrete actions to make the most of our potential for improvement.