

Schedule E

Supplier Code of Conduct

Requirements for LANXESS suppliers and service providers

As an international specialty chemicals group, LANXESS bears a major responsibility towards 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. We therefore 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”

LANXESS also expects its suppliers to ensure respect for human rights and compliance with all the applicable laws, rules and regulations including but not limited to protecting the environment, health and safety .

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 labour: Employment practices must be in compliance with Child Labour (Prohibition and Regulation) Act, 1986 and other applicable laws.

- 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.

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.



You may use the email ID “lanxess.compliance@csppa.in” to report concern or any breach of Suppliers Code of Conduct including but not limited to corruption, bribery, fraud or blackmail. In the event of Supplier failing to report such concern / breach, LANXESS shall have the right to disengage the business with the Supplier.

LANXESS India Private Limited