

## Goldmann Code of Conduct

Founded in 1919 by Sidney Goldmann in Bielefeld, S. Goldmann initially began as an import trading company for borax and boric acid from the USA for the domestic ceramics, enamel, glass and fertiliser industries. Since its foundation, the Goldmann Group has grown and evolved steadily. Today, in addition to S. Goldmann, which continues to operate the core business in chemicals, it also consists of GKG Goldmann Kunststoffe, which specialises in engineering thermoplastics, and our subsidiary Goldmann Sichuan Chemical Co. in China. Our business areas have developed steadily over the decades. In addition to our on-going trading activities, our services now include the in-house development of new product groups as well as project and supply chain-orientated customer support.

Today, sustainable success is based on products and solutions that combine economic efficiency with social responsibility and environmental protection. Our raw materials and services enable our customers to fulfil the current and future needs of society. We cultivate a careful use of resources and motivate our business partners to further develop their performance in the area of sustainability. We believe that environmental protection, compliance with human rights, labour and social standards as well as anti-discrimination and anti-corruption guidelines are the basic principles of fruitful and lasting cooperation.

S. Goldmann has been a member of the chemical industry's global Responsible Care initiative since the mid-1990s and is committed to the principles of Responsible Care in the transport and handling of raw materials along the entire supply chain. We also support our customers in the safe handling of hazardous goods and the substitution of CMR substances.

We support the following initiatives:

- Responsible Care Initiative of the chemical industry (VCH, VCI, FECC and CEFIC)
- UN Global Compact Initiative
- ILO Declaration on Fundamental Principles and Rights at Work
- ISO 26000

### **What role do suppliers and service partners play?**

We expect our suppliers, who we select and evaluate according to ISO 9001 and the criteria of Corporate Social Responsibility, to support, adopt and implement the ten principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, the Declaration on Fundamental Principles and Rights at Work and the Global Principles.

The core topics of the guidelines on social responsibility provide the framework for the following guidelines:

### **Human rights**

We respect human rights, in other words, we are committed to upholding human rights in all our business activities and do not tolerate either passive or active violations. In practice, this means exercising due diligence in all situations, avoiding complicity, actively eliminating abuses and prohibiting discrimination against vulnerable groups (e.g. on the basis of ethnicity, skin colour, gender, age, language, property, nationality, disability, pregnancy, party affiliation, HIV status).

### **Labour practices**

We provide safe and decent workplaces and employment conditions with, for example, appropriate remuneration, working hours, rest periods, holidays, disciplinary and dismissal practices, avoidance of child labour, maternity protection, health and safety, human development and training in accordance with national legislation. This also includes the prohibition of alcohol and drug consumption on company premises and during working hours, as well as active advocacy against harassment and abuse and for appropriate disciplinary procedures.

### **Environment**

We fulfill our environmental and social responsibility. We avoid environmental pollution as far as possible (emissions to air and water, disposal, toxic and hazardous chemicals) and utilise resources sustainably (energy and material efficiency, use of water, minimised resource consumption of products).

### **Fair operating and business practices**

Fair and honest operating and business practices are an important aspect of ethical behaviour. This includes combating bribery and corruption, responsible political participation, fair competition and the promotion of social responsibility in the supply chain as well as the protection of all property rights. With this in mind, our employees are not permitted to accept any gifts above 40 Euros.

### **Customer concerns**

We take our responsibility towards our customers very seriously and stand for fair competition and sales practices, the protection of health and safety, sustainable consumption, responding to customer concerns by introducing complaints management and arbitration procedures, protection and confidentiality of customer data, customer information (safety data sheets and product information) and awareness-raising.

**Integration and development of society**

We fulfill our responsibility within our society by contributing to strengthening civil society and improving the common good and by engaging respectfully in institutions – we support democratic and civic values.

**Implementation of the guidelines**

The company regularly brings these principles to the attention of all employees and conveys their content by means of practical examples. Employees are obliged to implement the principles and report any doubts about compliance to the management.

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Rainer Goldmann



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