

# CODE OF CONDUCT

OUR VALUES



WHAT WE STAND FOR

VOSSCHEMIE

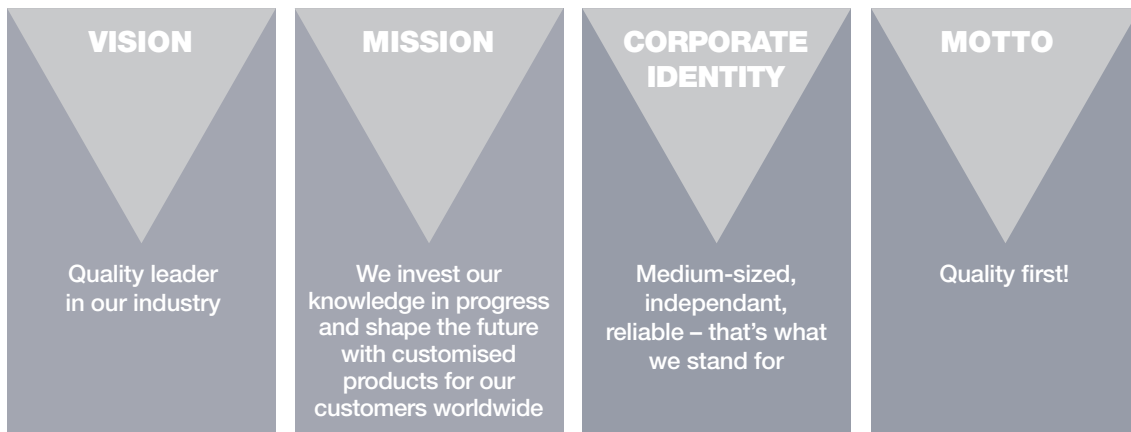
# CONTENTS

	Code of Conduct	3
1.	Our basic principles	4
1.1	Integrity and compliance	4
1.2	Laws and principles	4
2.	Responsibility towards people	5
2.1	Labor rights	5
2.2	Occupational health and safety	5
2.3	Equality and diversity	5
3.	Responsibility in business transactions	6
3.1	Prohibition of corruption and transparency	6
3.2	Dealing with gifts and invitations	6
3.3	Fair competition	6
3.4	Sustainable partnerships	6
4.	Responsibility for products and customers	7
4.1	Quality as a corporate promise	7
4.2	Customer-centric solutions	7
4.3	Research and development	7
5.	Responsibility for the environment	8
5.1	Sustainability	8
5.2	Environmental protection	8
5.3	Emergency management	8
6.	Data protection and confidentiality	9
6.1	Data protection	9
6.2	Confidential information and intellectual property	9
7.	Implementation and monitoring	10
7.1	Responsibility of all	10
7.2	Reporting system	10
7.3	Consequences of violations	10
	Conclusion	11



# OUR VALUES

## WHAT WE STAND FOR



This **Code of Conduct** combines legally compliant behaviour with ethical core values and is intended to support us in making the right decisions in difficult situations. It defines our understanding of responsible conduct and serves as a guideline for all employees, partners, and stakeholders. We are committed to promoting compliance with its contents among our suppliers and throughout the value chain, to the extent possible. This also includes excluding potential risks such as modern slavery or human trafficking.

Each of us contributes to strengthening the trust and integrity that distinguish our company as an independent and reliable partner every day. Together, we can achieve great things and move toward a strong future.

We believe in ourselves and our products — **because quality lasts longer.**

We invest our knowledge in progress and shape the future with customized products for our customers worldwide. Medium-sized, independent, reliable — that's what we stand for.

**Quality first!**

# OUR PRINCIPLES

## 1.1 INTEGRITY AND COMPLIANCE

**Conflict of Interest:** We act in the interest of our company — not personal gain. If private and professional interests may conflict, we report this to our supervisor.

We treat each other and others with fairness, respect, and equality. We all share responsibility for shaping our work environment, our collaboration, society, and the environment in a sustainable way. Open communication, transparency, and the avoidance of conflicts of interest guide our actions with customers, partners, or colleagues. All forms of bribery, unethical behaviour, or personal gain are strictly rejected.

## 1.2 LAWS AND PRINCIPLES

### Company values:

- Friendliness
- Collegiality
- Dynamism
- Reliability
- Quality
- Belonging



**We are committed to complying with all national and international laws and ethical principles.**

Our values form the basis of our actions and characterize our value-oriented cooperation.

Friendliness and collegiality promote a positive working atmosphere and strengthen trust.

Dynamism and flexibility enable us to respond to challenges with agility and develop innovative solutions.

Reliability and quality are our promise - we stand by our commitments and offer first-class products and services. Belonging and respect create cohesion, because we can only achieve great things together.

These values make us a partner you can rely on in the long term.

# RESPONSIBILITY TOWARDS PEOPLE

## 2.1 LABOR RIGHTS

Respect for human dignity is a given for us. We adhere to human rights and employ our staff in accordance with applicable labour and social standards. National regulations (e.g. minimum wage) are always observed, as well as the rights to privacy and personal dignity. We support the prohibition of forced and child labour.

## 2.2 OCCUPATIONAL HEALTH AND SAFETY

The health and safety of our employees are a top priority. Our goal is to create a culture of responsible risk awareness. This helps us reduce risks to a minimum. We promote a healthy work environment through preventive measures, regular training, and modern safety standards.

## 2.3 EQUALITY AND DIVERSITY

We promote a work culture based on respect, tolerance, and equal opportunities. Discrimination or harassment of any kind will not be tolerated. Our employees achieve great things, so we invest in targeted training and strengthen individual responsibility. Our collaboration is characterized by appreciation and trust — internally and with external partners.



# RESPONSIBILITY IN BUSINESS

## 3.1 ANTI-CORRUPTION AND TRANSPARENCY

We strictly reject all forms of bribery and favouritism. Transparency in business decisions is essential to build and maintain the trust of our partners.

## 3.2 DEALING WITH GIFTS AND INVITATIONS

Gifts and invitations may only be granted or accepted within the framework of applicable laws and internal policies. We avoid any appearance of undue influence through caution and common sense. If in doubt, we seek clarification.

## 3.3 FAIR COMPETITION

Our actions are guided by the principles of free and fair competition. We rely on the quality of our products and excellent customer service to succeed in the market.

## 3.4 SUSTAINABLE PARTNERSHIPS

We expect our suppliers and partners to comply with comparable ethical, social, and environmental standards. We see it as our duty to identify and eliminate risks such as modern slavery or human trafficking in our supply chain.



# RESPONSIBILITY FOR PRODUCTS & CUSTOMERS

## 4.1 QUALITY AS A CORPORATE COMMITMENT

Our products stand for the highest quality and reliability, associated worldwide with “Made in Germany”.

Our ISO 9001 certification ensures consistent product standards and continuous improvement.

We live our motto: “VOSSCHEMIE: Quality first!”

## 4.2 CUSTOMER-CENTERED SOLUTIONS

We offer tailored products for the automotive, aerospace, construction, and trade industries. Decades of experience are reflected in customer satisfaction and loyalty. Our advisory team is always available for questions, and we provide product training and coaching to ensure optimal application and results.



## 4.3 RESEARCH AND DEVELOPMENT

Innovation is at the heart of what we do. With a strong focus on research, we develop forward-thinking products that set new technological and environmental standards. We support resource-efficient technologies and solutions that benefit both our customers and the environment.

# RESPONSIBILITY FOR THE ENVIRONMENT

## 5.1 SUSTAINABILITY

As a chemical company, we bear special responsibility for environmental and resource protection. Our goal is to contribute to environmental preservation and minimize our ecological footprint. Our motto “VOSSCHEMIE: Quality first!” aligns with our commitment to durable, sustainable product quality.

## 5.2 ENVIRONMENTAL PROTECTION

In product development, we focus on environmentally friendly formulations, such as low-emission resins and sustainable packaging solutions. We minimize emissions and waste through sustainable technologies. Waste generation is to be avoided as much as possible and otherwise professionally disposed of and recycled.



## 5.3 EMERGENCY MANAGEMENT

We are well-prepared for emergencies, with fire safety precautions and various alert systems. Our external fire alarm service provider is in constant contact with us, and we place high priority on regular maintenance. Cooperation with the local fire department is equally important. Annual drills are conducted on our premises to simulate and optimize various scenarios. We believe: prevention is better than cure.



# DATA PROTECTION AND CONFIDENTIALITY

## 6.1 DATA PROTECTION

The protection of personal data of our customers, business partners, and employees is of utmost importance. We comply with data protection laws (GDPR) and respect everyone's privacy. Our IT infrastructure supports all essential strategic and operational functions, while data protection officers and technologies ensure secure data handling. Any suspected misuse is reported immediately.



## 6.2 CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY

As a manufacturing company in the chemical industry, confidential information like formulations is especially protected. With increasing digitization, the risk of cyberattacks grows. Our intellectual property, including formulas, patents, and internal know-how, is a significant asset. We protect it with ongoing monitoring and preventive measures — and expect the same from our partners.

# IMPLEMENTATION AND MONITORING

## 7.1 RESPONSIBILITY OF ALL

Each employee is expected to comply with this Code and actively promote its principles throughout the value chain. Regular safety training ensures proper handling of materials, information, and health/environmental responsibilities.

## 7.2 REPORTING SYSTEM

To prevent misconduct, we encourage employees and business partners to speak up. Violations can be reported to supervisors or anonymously via our internal whistleblower system — without fear of retaliation. All reports are reviewed, and actions are taken where necessary.

## 7.3 CONSEQUENCES OF VIOLATIONS

Violations of laws or company rules can cause significant economic and reputational damage. We investigate legal breaches or serious misconduct and apply appropriate consequences — up to and including employment or criminal sanctions.





# CLOSING WORD

**This Code of Conduct represents our values and commitment to responsible corporate leadership. Together with our partners, employees and customers, we are shaping a sustainable, innovative and forward-thinking chemical industry.**

VOSSCHEMIE GmbH has been a family-owned company since 1955, standing for innovation, quality, and sustainability. As an internationally operating provider of chemical specialty solutions, we rely on modern technologies, high environmental standards, and collaborative partnerships with both customers and employees. With strong brands such as Carsystem and Yachtcare, as well as a broad portfolio for construction chemicals and industrial applications, we are shaping the future of our industry.



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