

Code of Conduct

CORROSION enjoys an invaluable reputation for corporate trustworthiness around the world, based on consistently conducting business with integrity and in compliance with the laws and regulations governing its activities. Success in business depends on building and maintaining the trust of customers, shareholders, suppliers, employees, governments, and the public.

GENERAL PRINCIPLES

CORROSION shall:

- comply with the laws and regulations of each country in which it operates.
- demonstrate and promote its commitment to responsible business practice in policies, decisions, and activities.
- integrate the principles of this policy into critical processes.

REQUIREMENTS ON BUSINESS PARTNERS

CORROSION prefers to work with suppliers, consultants, distributors and other business partners that share the principles expressed in this Code of Conduct.

CORROSION encourages its business partners to apply standards of business conduct consistent with the principles of this Code of Conduct.

BUSINESS PRINCIPLES

ACCOUNTING AND REPORTING

All financial transactions shall be reported in accordance with generally accepted accounting practices, and the accounting records must show the nature of all transactions in a correct and non-misleading manner. CORROSION shall report in a transparent, truthful and timely manner with the aim of conveying a true view of CORROSION's performance.

ANTI-CORRUPTION

CORROSION shall not participate in or endorse any corrupt practices.

Representatives of CORROSION shall not offer customers, potential customers, suppliers, consultants, governments, agencies of governments, or any representative of such entities, any rewards or benefits in violation of applicable laws or established business practices stricter than applicable laws, to obtain or retain business or to gain any other improper advantage.

CORROSION employees shall not accept payments, gifts or other kinds of reimbursement from a third party that could affect or appear to affect their objectivity in their business decisions.

MONEY LAUNDERING

CORROSION shall not accept, facilitate, or support money laundering.

CONFLICTS OF INTEREST

All representatives of CORROSION shall conduct their private and other external activities and financial interests in a manner that does not conflict or appear to conflict with the interests of the company.

Stakeholders' private interests shall not influence, or appear to influence, their judgement or actions in performing their duties as representatives of the company.

COMPANY PROPERTY AND RESOURCES

CORROSION's property and resources shall be used for business objectives. The property and resources shall not be used for personal gain, fraudulent purposes, or in any other inappropriate manner.

TAXATION

CORROSION shall comply with the tax laws and regulations of each country in which it operates. Where tax laws do not give clear guidance, prudence and transparency shall be the guiding principles.

CUSTOMER OFFERING

CORROSION shall ensure that its products meet all applicable regulatory requirements. CORROSION shall design its products with a focus on our core values of quality, safety, and environmental care.

MARKETING AND SALES

CORROSION shall present its products and services accurately and shall comply with applicable regulatory and legal requirements.

CORROSION shall not make false statements or provide misleading information regarding its products or their performance, including the safety and environmental attributes of the products.

FAIR COMPETITION PRACTICES

CORROSION shall compete in a fair manner and with integrity.

CORROSION shall not exchange information or enter into agreements or understandings with competitors, customers or suppliers in a way that improperly influences the marketplace or the outcome of a bidding process.

CORROSION shall use legitimate methods to gather information about our competitors.

POLITICAL INVOLVEMENT

CORROSION shall observe neutrality with regard to political parties and candidates for public office. Neither the names nor the assets of CORROSION companies shall be used to promote the interests of political parties or candidates for public office.

Principles of human rights and social justice**HUMAN RIGHTS**

CORROSION shall support and respect the protection of internationally proclaimed human rights and make sure they are not complicit in human rights abuses.

PRIVACY AND PROTECTION OF PERSONAL DATA

CORROSION respects the general individual right to privacy regarding personal data and complies with all applicable laws regarding the use of personal data.

NON-DISCRIMINATION

All employees shall have equal opportunities based on competencies, experience, and performance regardless of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social background or ethnic origin.

All employees shall be treated with respect. Discrimination, physical or verbal harassment, or any illegal threats are not tolerated.

WORKPLACE PRACTICE

The necessary conditions for a safe and healthy work environment shall be provided for all CORROSION employees.

FORCED LABOR

CORROSION shall not engage in, or support forced, bonded or compulsory labor, nor shall CORROSION require any form of deposit or confiscate identification papers from employees. Employees are free to leave their employment after reasonable notice as required by law and contract.

CHILD LABOR

CORROSION does not tolerate child labor. The minimum age for employment shall be 18 years. Employment of young workers between 16 and 18 years of age is only permitted where allowed by law and provided that the work does not interfere with compulsory education, is not hazardous, and does not pose a risk to health, safety or development.

FREEDOM OF ASSOCIATION

CORROSION respects the right of all employees to join an association to represent their interests as employees, to organize and to bargain collectively or individually.

CORROSION shall respect the recognized unions. An employee's right to refrain from joining a union is equally respected.

CORROSION shall notify employees' representatives and relevant government authorities of major changes in our operations as required by law.

WORKING HOURS AND COMPENSATION

CORROSION shall comply with applicable laws, agreements and industry standards on working hours and compensation.

Environmental principles**RESOURCE EFFICIENCY**

CORROSION products and processes shall be designed in such a way that energy, natural resources and raw materials are used efficiently, and waste and residual products are minimized.

PRECAUTIONARY PRINCIPLE

CORROSION shall avoid materials and methods posing environmental and health risks when suitable alternatives are available. Particular emphasis shall be put on evaluating the potential risks of present and future substances and operations in order to minimize the negative impact on the environment.

Responsibility for compliance

It is the responsibility of CORROSION managers to implement this policy and inform their employees and relevant stakeholders of their rights, duties and responsibilities as well as demonstrate the content and spirit of this document within their respective organization. It is the responsibility of all employees and stakeholders to comply with local law and CORROSION policies. Explicit or implicit approval of questionable actions that are in conflict with the Code of Conduct will not be tolerated and may result in disciplinary actions up to and including dismissal and legal proceedings.

