

***chemelex***

# Code of Excellence

**Our Commitment  
to Integrity and Trust**



# Our Commitment to Integrity and Trust

At Chemelex, 'Excellence is everything'. This belief is not just our tagline, it's the daily commitment we make to our customers, colleagues, business partners, and communities where we operate.

I am proud to introduce our new **Chemelex Code of Excellence**, a document that captures both our highest aspirations and our everyday responsibilities. It is designed to guide how we live our **Dimensions of Excellence** in everything we do.

**Our Code reflects the 4 values that define Chemelex:**

- Experts with Empathy
- Explorer Mindset
- Example for Others
- Exceptional Impact

This Code is more than a set of principles, it is a promise we make to one another, reinforcing the trust and integrity that lie at the heart of Chemelex.

I ask each of you to read the Code carefully, act with courage, and use it as a guide whenever you face uncertainty. It also provides guidance on where to turn if you have questions or concerns. It is up to each of us to speak up when something isn't right or when we are facing ethical dilemmas. We offer various ways for you to share your concerns confidentially.

By upholding our standards, we will continue to shape a culture of excellence and strengthen the foundation for our mission and long-term success.

Thank you for your dedication and for making Chemelex a place where excellence truly is everything.



**Dave Prystash**  
CEO



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# 01

## **Our Code: Excellence in Action**

# Our Mission and Values

## Our Mission

At Chemelex we protect places of progress through electric excellence.

## Our Values: Dimensions of Excellence

We call our core values at Chemelex our Dimensions of Excellence. Together, they inspire our decisions and guide our actions – defining excellence in our work for colleagues, customers, and communities.

### Experts with Empathy

We understand problems, anticipate challenges, and design thoughtful solutions that make a difference.

### Explorer Mindset

We embrace change and seek out new possibilities, pushing boundaries to create innovative solutions.

### Example for Others

We lead with integrity, taking ownership of every challenge and delivering results that inspire trust.

### Exceptional Impact

We elevate the world around us through positive energy, action, and a passion for progress.

# Our Guide to Acting with Integrity and Inspiring Trust

At Chemelex, excellence means more than meeting standards, it means inspiring trust, acting with integrity, and being an Example for Others in everything we do. With colleagues and customers across the globe, our success depends on each of us living our Dimensions of Excellence every day, in every decision.

Our Code of Excellence (Code), along with our company policies, is our guide to help ensure we all understand what conduct is expected of us. It may not cover every situation that arises, but it will help guide our daily decisions and actions to ensure they align with the law and remain true to the values that define Chemelex.

The principles in our Code apply to all employees, contractors, and members of the Board of Directors of Chemelex, its subsidiaries, and affiliates worldwide. Third parties representing Chemelex such as consultants, agents, sales representatives, and distributors are also required to conduct themselves in accordance with this Code.

We expect everyone to read, understand, and comply with our Code, and we ask our employees to periodically sign a statement re-affirming that commitment.

## Our Shared Commitment

Building a culture of integrity, trust, and excellence takes all of us. As Chemelex employees, we are each responsible to:

- model our **Dimensions of Excellence** and act with integrity in everything we do,
- **comply with all laws**, rules and regulations applicable to Chemelex and its business operations, as well as with this Code and applicable policies,
- **complete any required training** so we fully understand what is expected of us,
- **seek advice** from our manager or the appropriate company resource if we have a question,
- **hold each other accountable** and **Speak Up** if we see something that doesn't fit with the spirit or intent of this Code, and
- **cooperate fully and honestly** in the investigation of any possible violation of our Code, our policies, or the law.

## Additional Commitments for Leaders

Whether you are an officer or director or supervisor or manager of a small team, we expect each Chemelex leader to:

- be an **Example for Others** by promoting our values and a culture of inclusion and respect where all employees feel valued and can perform at their very best,
- communicate ethics and compliance expectations with their teams, including Chemelex's **zero tolerance for corruption and bribery**,
- create an environment of **openness and trust** that allows employees to ask questions or raise concerns without fear of retaliation, and address any concerns promptly and appropriately,
- **not retaliate or allow retaliation** against anyone who raises concerns in good faith or participates in an investigation, and
- insist that non-employed staff (such as consultants, sales representatives, and temporary and contingent workers) **act consistently with our Code and values**.



## Acting with Integrity in Difficult Situations

We know the right path is not always clear. When you face a difficult choice, consider these questions to guide your next steps:

- Is it legal?
- Is it consistent with our Dimensions of Excellence?
- Is it consistent with our Code and Company policies?
- Is it in the best interest of Chemelex?
- Would I be comfortable if it were made public?
- Would it be perceived positively by my family, peers, and co-workers?

### When in doubt, ask.

We are here to support you — because at Chemelex, living our values is how we achieve excellence, together.

# Speaking Up: How to Raise Concerns

**At Chemelex, we believe open, honest communication strengthens our culture and helps every voice shape our future. When you Speak Up — whether to ask a question, share a concern, or report something that doesn't feel right — you are helping us deliver on our promise that Excellence is everything.**

Living our **Dimensions of Excellence** means we act with empathy, curiosity, integrity, and a drive for positive impact. That's why we are committed to providing a safe, supportive environment where everyone feels empowered to raise concerns, without fear of retaliation.

We are each responsible for speaking up if we witness, or suspect, a violation of the law, this Code, our policies, or our values—whether it involves employees, customers, suppliers, business partners, or anyone else acting on behalf of Chemelex. When you Speak Up, you may be providing information that is necessary to resolve a situation that could be harmful to yourself, your co-workers or Chemelex.

Our Ethics Helpline is managed by an independent company, ensuring **your report remains confidential** and available in all languages, at any time. You may choose to remain anonymous (where permitted by local law), but providing your contact details can help us resolve the matter more effectively.

**Every concern is taken seriously** and handled promptly, discreetly, and professionally. We will always investigate reports and take action if we find violations of our Code, our policies, or the law.

Chemelex **prohibits any form of retaliation** against anyone who raises a concern in good faith or participates in an investigation. Retaliation can take many forms including adverse actions such as termination, compensation reduction, demotion, undesirable work assignments, harassment or threats of physical or mental harm. Retaliation may result in discipline up to and including termination.

If you believe you or someone else has faced retaliation, please contact the Ethics & Compliance Office or the Ethics Helpline right away.

**Let's be an Example for Others and make Chemelex a safer, better place for everyone.**

**You can raise your concern or seek guidance in the way that is most comfortable for you.**

- Speak with your manager or any other manager
- Contact Human Resources
- Reach out to a member of the Legal Department
- Email the Ethics & Compliance Office at [ethics@chemelex.com](mailto:ethics@chemelex.com)
- Or report (anonymously, if you wish) via our 24/7 Ethics Helpline accessible online at [www.safecall.co.uk/report](http://www.safecall.co.uk/report) or by phone at [www.safecall.co.uk/freephone](http://www.safecall.co.uk/freephone)



## 02 Empowering Our People

# Safe and Healthy Work Environment

We are committed to providing a safe and healthy work environment.

We each have a responsibility to:

- know and follow health, safety and environmental regulations and company policies and procedures that apply to our jobs,
- maintain an environment free of illegal or controlled substances that could impair judgment on the job,
- maintain an environment free of bullying, violence, threats of violence, and weapons,
- continuously pursue a workplace that is free from recognized hazards for our people and the environment, and
- look out for each other and Speak Up if we see potentially unsafe conditions or behaviors that could pose a risk to the health, safety or security of our people or our work environment.



# Positive and Inclusive Workplace

**Our commitment to a positive and inclusive work environment is essential to delivering excellence for our customers and communities. By supporting one another and living our values, we enable every employee to contribute their best, fostering a culture of innovation, trust, and growth.**

## Promoting an Inclusive Culture

We are committed to developing an inclusive and diverse company culture to help our employees and customers do extraordinary things. We believe that it's our ability to work together that makes our dreams believable and achievable.

**We listen to each other's ideas and collaborate across boundaries to bring our best to our customers by:**

- Valuing and respecting everyone's unique backgrounds and talents.
- Encouraging open-mindedness and appreciating our differences.
- Listening to new ideas and different perspectives.
- Ensuring our hiring, development, and advancement practices are rooted in fairness and equity.

## Respect and Collaboration

- We commit to treating everyone — employees, applicants, customers, and partners — fairly and with respect.
- We foster open dialogue, support collaboration, and encourage participation in employee groups that enhance connection across the company.
- All employment decisions—including recruitment, training, promotions, and compensation—are based on qualifications, performance, and alignment with Chemelex values.

## Personal Responsibility and Positive Energy

Chemelex employees are expected to act with courtesy, positivity, and integrity. We are all accountable for maintaining a welcoming, safe, and supportive environment for one another. Every individual has the right to a workplace free from discrimination, bullying, and harassment.

Unacceptable behavior—including any discriminatory, harassing, or demeaning conduct—will not be tolerated.

**→ If you believe you have seen or experienced behavior that is inappropriate, you must report it to your supervisor or manager, your Human Resources representative, the Compliance Team or through any of the Speak Up Resources.**

# Communicating with Care

We believe we perform at our best when we collaborate and align with each other to achieve success. To do this effectively, we communicate with each other and our customers and business partners through various means such as emails, instant messages, and text messages. We must think carefully about the words we use in these communications, be respectful, factual, and write each message as if it could become public.

Social media is another means for connecting and communicating with people inside and outside the company. It can be used effectively by people authorized in the company to engage with current and future customers, build our brand and reputation, and attract new employees.

If we as employees of Chemelex choose to have personal social media accounts to express our thoughts and opinions online, we must use our personal email address when registering or posting, make it clear that we are speaking for ourselves and not on behalf of Chemelex, and not let it interfere with our responsibilities to our company or our customers.

However we choose to communicate, always remember:

- be courteous and respectful,
- do not communicate in a way that may violate our Code or other company policy,
- all communications made using company devices or systems are not personal or private and are subject to monitoring by the company where permitted by law, and
- electronic communications create records that are permanent and retrievable, even if deleted, and could affect the reputation of Chemelex or our people, so think before you type.

On occasion, members of the media and others may be interested in learning more about Chemelex. To ensure we tell our story in the right way, it is important that only designated and authorized spokespersons make statements to the public on Chemelex’s behalf.



→ **If you receive a request for information from a member of the media or other interested party, forward it to a member of the Marketing Team.**

**Refer to the Chemelex Social Media Policy for more details.**



# 03

## Building Trust with Our Customers & Suppliers

# Fair Competition

**We compete honestly and fairly and follow the laws that promote free and fair competition wherever we do business. In the spirit of fair competition, we must never make an agreement with a competitor to:**

- fix or set prices,
- coordinate bids or agree on bid terms,
- divide customers or territories, or
- make any other agreement that may unlawfully restrict competition.

We must always be careful when we interact with our competitors to avoid any appearance that we are engaged in any improper discussions or agreements.

→ **Fair competition or antitrust laws and regulations are complex and vary by country so if you have questions, please contact the Legal Department for guidance. Violations of these laws can carry significant penalties for both Chemelex and the individuals involved.**

# International Trade Compliance

**We protect the world's critical processes, places, and people. Because we sell to customers and engage with suppliers across the globe, we must follow all applicable laws and regulations that govern international trade.**

Import and export laws apply to the movement of goods, software, technology, technical data, information, and services across international borders. Political and economic sanctions and export controls put in place by authorities restrict us from directly or indirectly engaging in trade with certain countries, or territories, industries, entities, vessels or persons. U.S. Anti-boycott laws prohibit us from participating in a foreign boycott not supported by the United States.

That is why we must **screen transactions and business partners** against relevant watch lists to determine if prohibitions or license requirements apply.

In addition, we must report all boycott requests to the Trade Compliance Team at [TradeCompliance@chemelelex.com](mailto:TradeCompliance@chemelelex.com).

If you are involved in the movement of goods, services, technology or information across international borders, you are expected to understand and comply with Chemelex Trade Compliance policies and all the trade laws and regulations of the countries in which you do business.

→ **If you have questions, contact the Trade Compliance Team or the Legal Department for guidance.**

# Anti-Corruption and Bribery Prevention

**We promote compliance with anti-corruption and anti-bribery laws as part of our culture of compliance and integrity.**

Though laws in some countries make a distinction between bribing a government or public official and bribing someone in the private sector, we do not. You may not offer or accept from anyone, regardless of whether they are a public official or private party, anything of value to obtain or retain business, or some other advantage. Bribes can take many forms, including:

- cash and cash equivalents
- kickbacks
- gifts, hospitality, travel or other expenses
- loans or promises
- rebates, discounts or excessive commissions
- favors, business or employment opportunities
- political or charitable contributions
- anything else of value

## Dealing with third parties

These rules apply to you but also to any third party working with and on behalf of Chemelex. It's simple - if we can't do it, neither can they. Since we may be responsible for acts these third parties conduct on our behalf, we are required to know our third parties and business partners and only work with those who are committed to the same ethical standards.

→ **Before conducting any kind of business with a third party, you are required to seek approval from the Legal & Compliance Team, through our online risk management platform.**

**Refer to the Anti-Corruption Policy for more details. Speak up immediately if you ever suspect bribery has taken place.**

## Do's

- Highlight our zero-tolerance policy for corruption internally and when dealing with third parties
- Ensure that all gifts and hospitality are transparent, lawful and aligned with Chemelex policies
- Ensure all rebates, discounts and commissions with third parties are justified by the work delivered
- Properly document all transactions
- Appropriately **screen third parties in our online risk management platform** and monitor them closely to ensure they are committed to the same ethical standards
- Immediately Speak Up if you ever suspect bribery

## Dont's

- Give or accept bribes, regardless of their form
- Make unlawful payments to speed up a process (also called "facilitation payments") or gain favor
- Offer items or favors to family members of our business partners or accept items or favors for your family members
- Offer a gift in the form of cash, regardless of whether it is allowed by local law
- Approve payments without proper business justification and authorization
- Fail to accurately document and report all payments given or received

# Conflicts of Interest, Gifts and Hospitality

## Conflicts of Interest

We have a responsibility to act in CHEMELEX's best interests and avoid situations that may divide our loyalties or interfere with our ability to make objective business decisions.

Sometimes we may have a personal or financial stake in the outcome of a decision, as well as influence over that decision. In this type of situation, a conflict of interest exists. A conflict of interest can arise from any situation that may cause us to act, or appear to act, in a way that is not in the best interest of CHEMELEX.

Not sure if you have a potential conflict of interest? Ask yourself these questions:

**01** Do I (or anyone I have a close personal relationship with) work for, or have an ownership interest in, a competitor, supplier, or customer of CHEMELEX?

**02** Do I have a second job that interferes with my work at CHEMELEX or have I used company assets for personal gain? Note: second jobs or outside business activities that interfere with your work at CHEMELEX, including your performance, availability, or use of company resources, are not permitted under any circumstances.

**03** Do I have a family or close personal relationship with someone who directly or indirectly reports to me?

**04** Am I involved in the selection process of a new employee, supplier, or other business partner when the applicant is a family member or someone with whom I have a close personal relationship?

**05** Do I hold a public office that may require me to handle issues of interest with CHEMELEX?

**06** Is there anything else that may cause me to act in a way that is not in the best interests of CHEMELEX?

**If you answer Yes to any of these, you must disclose the situation in accordance with the Conflict of Interest, Gifts and Hospitality Policy.**

Keep in mind, it is best to be transparent. Most conflicts of interest can either be avoided entirely or resolved easily if they are properly disclosed and managed.

Always ensure that any outside employment or business activities do not interfere with your ability to perform your duties at CHEMELEX.

→ **If in doubt, seek guidance from Human Resources or the Compliance Team before engaging in any outside work or accepting a second job.**

## Gifts & Hospitality

**We win business and build relationships based on trust and mutual value, never through inappropriate gifts or hospitality.**

While customs and practices can vary among cultures, sharing modest gifts and providing hospitality is often an important way of creating goodwill and establishing trust in our business relationships. However, we must be careful to remain independent and impartial in our dealings, and we must never use gifts and hospitality in exchange for a favor or to improperly influence a business decision.

**To avoid a conflict of interest when giving or receiving a gift or hospitality, ask yourself these questions:**

- Is it modest in value and within company expense limits?
- Is it not cash or cash equivalent?
- Is it infrequent and not a recurring gesture?
- Is it exchanged openly and directly related to building customer or supplier relationships?
- Is it unrelated to a potential contract or business tender?
- Is it unlikely to create a conflict of interest or impair my objectivity?
- Am I sure it does not violate the law or company policy of either party?

→ **If you are still unsure, seek advice from the Compliance Team at [compliance@chemelelex.com](mailto:compliance@chemelelex.com)**

## Gifts & Hospitality involving Public Officials

Extra care must be taken when interacting with governments and public officials. Offering or receiving gifts or hospitality to or from governments and public officials is strictly prohibited. Exceptions may be granted on a case-by-case basis and must be requested as outlined in our Anti-Corruption Policy.



# Working with Suppliers Who Share Our Values

**At Chemelex, we build supplier relationships on trust, integrity, and shared responsibility.**

Our **Dimensions of Excellence** guide how we conduct business every day. We expect our suppliers to uphold the same standards and to comply with the law and our Supplier Code of Conduct to help ensure safe and healthy working conditions, the human rights of workers, ethical business practices and environmental responsibility.

Strong supplier relationships not only help us consistently meet our commitments to customers but also create solutions that empower us all to succeed.



→ We are responsible to know our suppliers and to notify the Legal & Compliance Department if we believe a supplier is not meeting these expectations.



# 04 Protecting Our Company

# Safeguarding Data and Resources

At Chemelex, we are committed to upholding integrity, trust, and respect for our colleagues, customers, and partners. Protecting data and company resources is key to maintaining our strong culture and fulfilling our responsibilities.

## Protecting Personal Data

We are entrusted with the personal data of coworkers, customers, and partners. We protect personal data by:

- collecting, holding, using, or otherwise processing only the personal data we need for legitimate business purposes,
- ensuring that all processes involving the collection, processing and/or use or access of personal data are designed to comply with applicable laws,
- maintaining appropriate safeguards to prevent loss, misuse, or unauthorized disclosure while it is in our custody, and
- reporting any possible misuse or breach of personal data to [privacy@chemelex.com](mailto:privacy@chemelex.com).

### Personal Data

includes telephone numbers, email addresses, banking or financial information, government identification numbers, medical information, biometrics, race, and ethnicity, among other things.

## Protecting Confidential Information

Confidential and proprietary information — including our intellectual property and that of our partners — is vital to Chemelex’s ongoing success and reputation.

To safeguard this information, we:

- maintain confidentiality: Never share confidential information unless legally required or expressly authorized.
- treat information as confidential if:
  - o it is unknown outside the company
  - o it is proprietary to Chemelex or a partner
  - o loss or exposure could harm Chemelex or an individual.

→ If you are unsure whether information is confidential, consult your manager or the Legal Department.

### Confidential information

includes, but is not limited to, trade secrets, inventions, ideas, processes, formulae, know-how, source and object code, algorithms, engineering design and test data, research, pricing data, customer requirements, supplier and cost data, marketing plan, strategies, forecasts, and financial information.

## Using Artificial Intelligence (AI)

**Generative Artificial Intelligence (AI) tools are powerful tools that can benefit our business if used appropriately. We are all expected to use AI responsibly and in accordance with ethical standards by:**

- verifying the quality, accuracy and appropriateness of AI-generated outputs prior to use
- requiring human oversight and judgment for any business, legal, safety or compliance-related decisions
- considering what kind of data is being used and verifying that confidential or sensitive customer or company data is never entered into AI tools unless those tools are explicitly approved by Chemelex IT Department.

→ **Refer to the Artificial Intelligence (AI) Acceptable Use Policy for more details.**

## Safeguarding Company Assets

**We have a duty to safeguard Chemelex's assets from loss, damage, theft, waste, or misuse. These assets include things such as our buildings, equipment, supplies, funds, vehicles, computers, and information systems.**

**We safeguard our assets when we:**

- **use them responsibly:** Limited personal use is allowed if it doesn't interfere with work or breach policies.
- **secure information:** Protect data on computers, phones, and devices by:
  - o physically securing equipment
  - o using strong, confidential passwords and not sharing them with anyone
  - o never downloading or accessing unauthorized software
  - o being alert for phishing and cyber threats. If you become aware of a possible cyber threat or other malicious behavior, mark them as phishing attempts in Outlook and immediately inform the IT Helpdesk.

- **use caution when working remotely:** Always use approved, secure devices and networks. Do not transmit company files on personal devices or unsecured Wi-Fi.

→ **These practices reflect Chemelex's values and help create a safe, productive, and respectful environment for all. If you are unsure, please contact your manager or the Legal Department for guidance.**

**Refer to the Acceptable Use Policy for more details.**



## Keeping Accurate Records

Maintaining accurate books and records is essential to ensure the integrity of our financial reporting, run the company efficiently and comply with the law. In addition to our financial statements, a record can be anything that documents a business activity, decision, or transaction.

### We are an Example for Others when we:

- maintain complete, accurate and timely books and records related to our areas of responsibility,
- securely store and discard records in accordance with our Records Management Policy and retention schedules,
- follow all internal controls,
- cooperate fully with auditors (both internal and external), and
- promptly report any error in the records or violation of internal controls to our local Financial Controller and regional Financial Controller, as applicable.

We are expected to always be truthful and forthright in our interactions and communications. Engaging in fraud, which is the act of intentionally cheating, tricking, stealing, deceiving or lying, is dishonest and generally criminal. Anyone who intentionally misrepresents or falsifies information in our books and records, or who assists others in doing so, has engaged in fraud.

Fraudulent activity compromises the integrity of our financial reporting and may create serious consequences for Chemelex and the individual.



# 05 Strengthening Our Communities

# Supporting Human Rights

We are committed to upholding and protecting human rights and treating people with dignity and respect in the workplace and in the communities where we do business.

**We do this by:**

- providing a safe, healthy and respectful work environment,
- providing fair wages and benefits and reasonable working hours according to local law,
- recognizing the rights of employees to freedom of association and collective bargaining,
- not tolerating human rights abuses including but not limited to, discrimination, child labor and all forms of modern slavery, and
- giving priority to business partners, suppliers and contractors who share our commitment to socially responsible business practices.



Our policies are guided by international human rights principles and labor standards including those covered by the Universal Declaration of Human Rights, the International Bill of Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work.



## Products Quality and Safety

Putting our customers first is at the heart of our Dimensions of Excellence. We are dedicated to delivering products of the highest quality, safety, and performance; ensuring we not only meet but exceed our customers' expectations.

We are each responsible to understand and comply with all the applicable rules and regulations that govern product safety and quality; and to promptly Speak Up about anything that doesn't meet our standards.

→ Our business, our reputation and our success depend on our commitment to our customers and focus on continuously improving on our levels of quality, service and customer satisfaction.

# Environmental Stewardship

We believe in being a good steward of the environment. We are committed to complying with applicable environmental laws and regulations and reducing our environmental impact.

Our continuous improvement approach allows us to help protect natural resources and provide value to our customers and the communities where we live and work.



QUESTION

"I am really interested in environmental issues, how can I make a difference at work?"

ANSWER

"We can each make a difference every day by ... "

- ... conserving water,
- ... minimizing waste and increasing recycling,
- ... using energy efficiently,
- ... minimizing non-recyclable packaging materials,
- ... encouraging others to do the same.



## Community Engagement

**We encourage our people to connect with our communities through company-sponsored activities and personally in ways that are meaningful to them.**

Although Chemelex prohibits support for political organizations, some people may choose to connect with the community through political activities. If we choose to personally participate in political activities, we must:

- do it on our own time, with our own funds and be clear that we are acting as individuals and do not represent the company,
- not use company resources, including time, property, equipment, logo wear or personnel for these activities, and
- respect that each of us as individuals has a right to our own views and never pressure others to support our candidate or cause.



# 06 Resources

# Resources and Key Contacts

## Company Policies

Visit the [Company Policies](#) page on the Chemelex intranet to consult company policies and procedures. You are responsible for regularly reviewing and staying informed of the policies and procedures that apply to your specific role.

## Key Contacts

If you have any questions about the content in this Code, or you would like to raise a concern, you may contact the Ethics & Compliance Office at [ethics@chemelex.com](mailto:ethics@chemelex.com)

## Ethics Helpline

The Ethics Helpline is hosted by a third-party provider and can be used to ask questions or raise concerns in a confidential and anonymous manner.

You may access the Ethics Helpline via the internet at [www.safecall.co.uk/report](http://www.safecall.co.uk/report) or the telephone at [www.safecall.co.uk/freephone](http://www.safecall.co.uk/freephone)

# Waivers of the Code

Any employee who believes that a waiver or exception to this Code is warranted should contact the Legal & Compliance Department.

Telephone numbers are also available as follows:

Australia	1 800 312 928
Canada	1 877 599 8073
China	4008 833 405 (local call rate apply)
Europe (General): Austria, Belgium, Czechia, France, Germany, Italy, Lithuania, Netherlands, Norway, Poland, Switzerland	00 800 7233 2255
Finland	990 800 7233 2255 (Telia Sonera) 999 800 7233 2255 (Elisa)
India	000 800 4401 256
Japan	0120 921 067
Kazakhstan	8800 3333 499
Korea, Republic of	001 800 7233 2255 (Korea Telecom) 002 800 7233 2255 (DACOM)
Mexico	800 1231758
Romania	0372 741 942
Singapore	800 448 1773
Sweden	0850 252 122
United Arab Emirates	8000 441 3376
United Kingdom	0800 915 1571
United States of America	1 866 901 3295



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