

DST-CHEMICALS GROUP

Code of Conduct for Business Relationships

I. Introduction

At **DST-CHEMICALS GROUP** we believe that true success comes from fostering strong, ethical business relationships built on mutual trust, respect, and shared values. This Code of Conduct sets the foundation for how we engage with our customers, suppliers, and partners, guiding us to act with integrity, responsibility, and collaboration in every business interaction.

We are committed to **putting our partners' success at the forefront of our actions**, ensuring that we not only meet but exceed expectations through thoughtful, customer-focused solutions. We recognize that our growth is intertwined with the success of our partners, and we continuously seek to create lasting value in every relationship.

We demonstrate **Loyalty to Our Company** by upholding our commitments, acting with integrity, and contributing to the long-term goals of our organization while honoring our business relationships.

We value **Collaboration and Team Contribution**, working together with our partners to achieve shared goals. By fostering open communication and mutual respect, we drive collective success.

Lastly, we recognize the importance of **Well-being and Personal Responsibility**. Our unique approach emphasizes that business success is not just about financial gains but also about nurturing the well-being of every individual involved. We foster an environment that promotes healthy work-life balance, personal growth, and shared accountability.

* You can find our Policy Commitment as an appendix to the Code of Conduct

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This Code of Conduct for Business Relationships (CoCBR) serves the purpose of assisting implementation of our **Policy Commitment***, where we commit to expect from our business relationships, including customers, suppliers, and partners, that they demonstrate responsible business conduct as defined by the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

The management requirements set forth in this CoCBR for demonstrating responsible business conduct are aligned with the global minimum standard for responsible business conduct as defined by the UNGPs/OECD and are distinct from legal compliance. Business relationships are always expected to comply with national law. **DST-CHEMICALS GROUP** reserves the right to levy additional, more specific requirements related to sustainable development, should specific circumstances require such focus.

II. Management Requirements

DST-CHEMICALS GROUP expect its business relationships to implement and maintain a management system that is fully aligned with the globally agreed minimum standard (UNGPs/OECD). The required management system shall, at a minimum, address:

- adverse impacts on the human rights stated in the International Bill of Human Rights, including the core labour rights from the International Labour Organization's Declaration on Fundamental Principles and Rights at Work;
- significant adverse impacts on the external environment in relation to the areas addressed by the Rio Declaration on Environment and Development, including the climate as reflected in the Paris Agreement; and
- significant risks of adverse impacts on anti-corruption, as related to the scope outlined by the United Nations Convention against Corruption.

The areas mentioned above are hereinafter referred to as 'the scope'.

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This includes the following actions:

II.I. Adopt a Policy Statement

The Policy Statement should;

- be approved at the most senior level of the company;
- stipulate the supplier's expectations of employees and business relationships;
- be publicly available and communicated both internally and externally; and
- be embedded in operational policies and procedures throughout the company.

II.II. Establish and Maintain a Due Diligence Process

Business relationships shall establish a process that allows for regular assessments of risks of actual and potential adverse impacts on the scope. Business relationships shall act to prevent or mitigate the actual or potential adverse impacts identified, and these actions shall be tracked to ensure effectiveness. Business relationships are expected to engage impacted stakeholders in this process and to communicate findings, actions taken, and ongoing status to such stakeholders, as well as other relevant stakeholders, including **DST-CHEMICALS GROUP**.

II.III. Provide for access to remedy

Where the business relationship identifies that it causes or contributes to actual adverse impacts on the principles, the business relationship must provide access to remedy through legitimate processes (grievance mechanisms) for those affected. Notification of relevant authorities may also be necessary. If the business relationship is linked to actual severe adverse impacts, but does not

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cause or contribute to them, the business relationship must use or build its leverage to encourage the causing or contributing entity to address the impacts and prevent or mitigate reoccurrence.

III. Implementation

- **DST-CHEMICALS GROUP** has implemented the requirements outlined in this CoC and is prepared to share any related information or documentation with its business relationships.
- This CoC applies to **DST-CHEMICALS GROUP**'s first-tier business relationships. **DST-CHEMICALS GROUP**'s first-tier business relationships shall expect their first-tier business relationships to have similar and adequate processes in place to manage adverse impacts on the principles. This includes making business relationships aware of the minimum standard for responsible business conduct as outlined by UNGPs/OECD and requiring that business relationships meet the standard.
- If severe adverse impacts are discovered in a business relationship's value chain, the business relationship must use or build leverage to encourage the causing entity(ies) to adequately address such impacts and undertake reasonable efforts to ensure that such entity(ies) operate in accordance with the minimum standard.
- Business relationships must maintain appropriate records to demonstrate compliance with the requirements of this CoC. Appropriate records include: A policy commitment; documentation of due diligence processes, including operational-level impact assessments; transparent records on tracking specific actions; documented grievance mechanisms and documentation for similar requirements to their business relationships.

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- This CoC should form a foundation for collaboration between **DST-CHEMICALS GROUP** and its business relationships to pursue continuous improvements in managing adverse impacts on the areas covered. Should the business relationship not have implemented a management system in alignment with this CoC at the time of signing, an implementation plan should be developed and, if required, presented to **DST-CHEMICALS GROUP**. **DST-CHEMICALS GROUP** expects all business relationships at any time to be able to declare their stage of implementation in relation to the requirements contained in this CoC.
- If **DST-CHEMICALS**'s business relationship causes, contributes to, or is linked to severe impacts on human rights, the environment, or anti-corruption, the business relationship shall notify **DST-CHEMICALS GROUP** immediately. The notification shall include an account of the business relationship's actions to end the severe impacts and to prevent or mitigate their re-occurrence. If a business relationship neglects to notify **DST-CHEMICALS GROUP** of and address severe impacts, or if they demonstrate a lack of willingness to meet the minimum international standard, **DST-CHEMICALS GROUP** reserves the right to end the business relationship immediately.

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DST-CHEMICALS[®]
PURE PERFORMANCE

Policy Commitment

At DST, we are dedicated to ensuring the protection of human rights in accordance with the corporate responsibility standards outlined in the **UN Guiding Principles on Business and Human Rights** and **OECD Guidelines**. We recognize internationally established human rights as defined by the **International Bill of Human Rights**.

Our Commitment to Human Rights

DST is dedicated to the following principles:

1. Human Rights Due Diligence

- We conduct thorough due diligence across our operations and value chain to identify, assess, and address human rights risks and impacts.
- We establish proactive practices to prevent and mitigate actual or potential human rights impacts.
- We regularly assess the effectiveness of these practices to ensure continuous improvement.

2. Providing Remedies

- We are dedicated to addressing any negative human rights impacts directly caused by our business activities. Our commitment includes taking responsibility for using leverage to influence and encourage the entity responsible for the adverse impact to take steps to prevent or mitigate it.

3. Expectations to employees

- We expect our employees to participate in/assist the company in respecting human rights.
- To identify and address potential risks to foster a culture of respect and accountability.

4. Expectations to Business relationships

- In respect to our business relationships, we expect all our business relationships to also meet the minimum standard for responsible business conduct, as outlined in the UNGP & OECD guidelines.



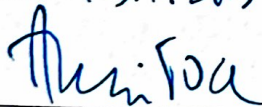
Accountability and Continuous Improvement

To uphold these commitments, DST ensures:

- Regular training and education for employees and partners to promote awareness and adherence to human rights standards.
- Embedding human rights considerations into business policies, processes, and strategic decisions.
- Collaboration with stakeholders to address shared challenges and foster positive impacts throughout our value chain.

This Policy Commitment reflects our dedication to operating responsibly, respecting the rights of all individuals, and contributing to sustainable development. The Policy Commitment has been approved by the board and is communicated both internally and externally.

Date 15.1.2025



Arent Fock
Chairperson of the board

