

CPC Code of Conduct

Chemical Products Corporation (CPC) is committed to staying focused on our core values in the current rapidly changing business environment. We will conduct business in a truthful and open manner, refrain from deceptive acts and practices, and maintain accurate records while respecting obligations of confidentiality and privacy. CPC's employees will promote CPC's legitimate interests in a diligent and professional manner to maintain CPC's economic health and ensure prudent and effective use of CPC's resources.

Our values remain the vital core of what CPC stands for and serve as a yardstick for how we do business. We are fully committed to high standards of legal compliance and business ethics. This Code of Conduct guides each CPC employee as we put our values and commitments into practice – throughout the company and in everything we do. It helps us navigate through areas and situations where responsible conduct and ethical decision-making are critically important. Full and continuous compliance with our Code of Conduct, and all laws and regulations, will guarantee that CPC is respected and trusted by our customers, employees, and all other stakeholders.

Our Code of Conduct cannot provide specific detailed guidance for each of the wide variety of situations we may encounter. In situations where this Code of Conduct provides no direct guidance, we intend to act with both integrity and common sense when applying CPC's policies and procedures.

CPC is committed to adherence to the following underlying ethical principles:

1. We will honor our commitments and be faithful to our word. We will follow through on promises, agreements, and other undertakings, whether embodied in legally enforceable contracts or not.
2. We will provide customers with accurate health and safety information, warnings, and labels for the products we provide, to the best of our ability. We will communicate and consult with employees, customers, and communities regarding identification of any possible previously unrecognized negative impacts of our products or services to ensure that health and safety information is comprehensive.
3. We will respect the dignity of all people. We will seek to protect the health, safety, privacy, and human rights of others (human sustainability). Our objective will be to enhance human development in the workplace, the marketplace, and the community (social sustainability). We will protect our employees from avoidable injury and illness in the workplace. We will seek to aid our customers in the sustainable consumption of CPC's products; the efficient use of CPC's

products will maintain our customers' profitability over time (economic sustainability) and protect the environment (environmental sustainability).

4. We will act as responsible citizens of the community. We will respect the law, cooperate with public authorities, and contribute to community betterment. We will endeavor to preserve and enhance the physical environment by consistently seeking to minimize energy and water consumption in CPC's manufacturing activities, install and operate equipment to minimize the impacts of air and water emissions from CPC's manufacturing activities, and manage incoming raw materials and outgoing solid waste to minimize road congestion and noise. We will seek to identify and purchase, when economically feasible, raw materials which will reduce the carbon footprint of our products. If any possible impacts from company operations on animals, endangered species, land protected areas, or ecosystems are identified, we will endeavor to mitigate the impacts.

5. We will protect CPC's assets, including confidential and proprietary information, funds, and equipment. Each of us will safeguard the property entrusted to us by avoiding waste and misappropriation.

6. We will engage in free and fair competition, deal with all parties fairly and equitably, and practice nondiscrimination in employment and contracting.

7. We will be responsive to emerging changes in the marketplace related to the company's activities. We will provide timely remedies for any customer complaints and will modify products and services as necessary to continue meeting or exceeding customer requirements. We will engage in good-faith negotiation in cases of conflict involving employees, customers, or any other stakeholders.