



Our ways of making a better world

Code of Conduct

forchem
RESPOL GROUP



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Message from our CEO

Dear friends,

Our culture and operations are driven by our people. Innovative people combined with versatile raw material, Forchem has created a truly green and circular business model. Our operations are conducted with the highest ethical practices to create long-term value for our clients and stakeholders.

We have the obligation to ensure that our integrity can be seen throughout our operations. Values of our business and ownership must be evident to all who work with us now and in the future. We may face changes and challenges, but we and our code of conduct will endure.

Together, we have created Forchem and with steady mindset and perseverance we shall navigate through the changes and challenges that may lay ahead.

Sincerely,
Risto Näsi
CEO

A close-up photograph of a hand holding a pine branch. The background is a soft, out-of-focus natural setting with green foliage and a hint of a blue sky. The lighting is natural, highlighting the texture of the pine needles and the skin of the hand.

*“Innovative people
combined with versatile
raw material, Forchem has
created a truly green and
circular business model.”*



We expect and encourage our suppliers and other business partners to follow ethical principles.

1. Introduction

Our values are the key to success

In order to maintain and grow our global reputation as a profitable, reliable and efficient producer of industry-leading tall oil products, we are dedicated to meeting the ethical and sustainability requirements set by our customers, suppliers, personnel and society.

We pay special attention to our corporate social responsibility and value a strong commitment to appropriate business conducts. All stakeholders and employees are encouraged to bring up any concerns and suggestions for improvement. Observed breaches and incidents can be reported anonymously via our website:

This Code of Conduct has been approved by the entire Forchem organization on 23.11.2020. The Code of Conduct applies to all our employees and business activities. The Code of Conduct applies within the entire Forchem organisation and to all our employees and business activities.

Each Forchem employee is familiar with and, committed to, meeting the requirements and complying with this Code of Conduct and other ethical guidance and instruction found in documents and procedures

We expect and encourage our suppliers and other business partners to follow ethical principles.

www.forchem.com/contact/whistleblower

2. Compliance with laws and respect for human rights

We are committed to do things right

Compliance with laws and regulations

We are committed to complying with all applicable national and international laws and regulations. We follow closely any changes in applicable laws and regulations.

Human rights and discrimination

Forchem respects and is fully committed to internationally acknowledged human rights. We provide appropriate working conditions in accordance with applicable laws and regulations.

Forchem shall in its operations avoid any kind of discrimination or bias based on race, color, age, gender, sexual orientation, nationality, ethnicity, language, disability, pregnancy, religion, political opinion, personal relationships or any other characteristic. Any kind of harassment within the work environment will not be tolerated.

We will not employ forced labour or child labour. We do not, under any circumstances, contract with parties using such labour.



Forchem respects and is fully committed to internationally acknowledged human rights.

3. Conflicts of interest, anti-bribery and anti-money laundering

We act fairly and respectfully

Conflicts of interest

Forchem employees work on the company's behalf. Forchem employees shall avoid situations with a conflict of interest as well as situations giving the appearance of a possible conflict of interest. Forchem employees may not seek to gain personal benefit by taking advantage of their position or the company's property.

Anti-bribery

Bribery in all possible forms is prohibited. It is prohibited to offer or accept any kind of bribe or other financial benefit that could wrongly affect the course of business.

Anti-money laundering

Forchem closely follows its financial transactions and maintains appropriate protocols to prevent money laundering and fraud in all forms.

Forchem employees work on the company's behalf.

4. *Employees and privacy safety*

Taking care of our community

Terms of employment

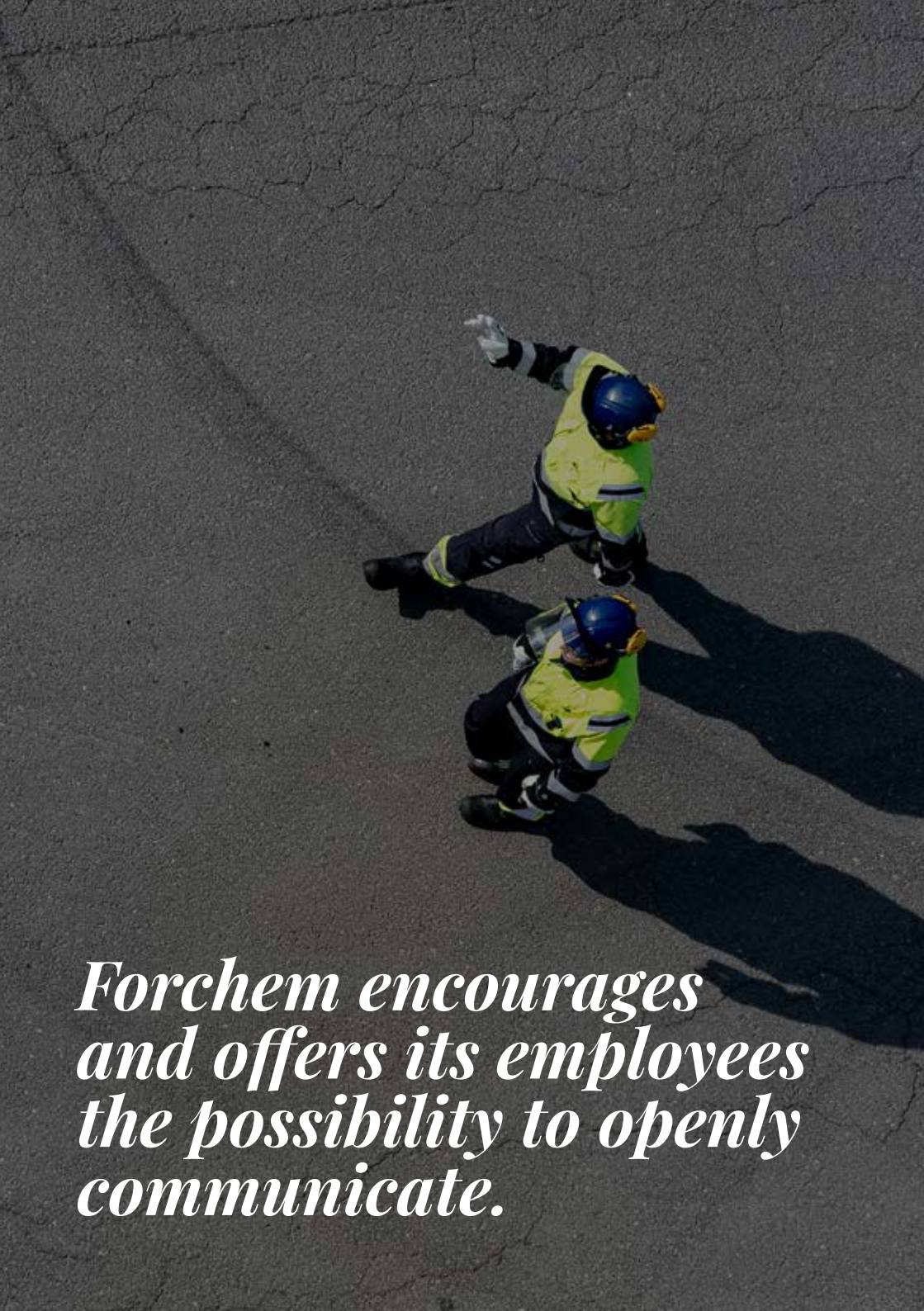
We follow all relevant local labour laws and collective agreements and provide all legally mandated benefits. We strive to be a competitive employer. We have a company wide remuneration policy including salaries which reflect the demands of each role, flexible employment conditions, extensive benefits, and a performance-based bonus system. The remuneration policy supports the achievement of the goals set in the company's strategy.

Freedom of association

Forchem respects the right of all its employees to be represented collectively, to establish or join trade unions and other representative organisations. Forchem encourages and offers its employees the possibility to openly communicate with the management of the company regarding employment related issues.

Privacy and confidentiality

We encourage our personnel to recognize how human rights are visible in our daily work, including privacy and personal data protection. We understand that we all have a duty to ensure that information, whether confidential business information or personal data, is not accessed by non-authorized third parties.



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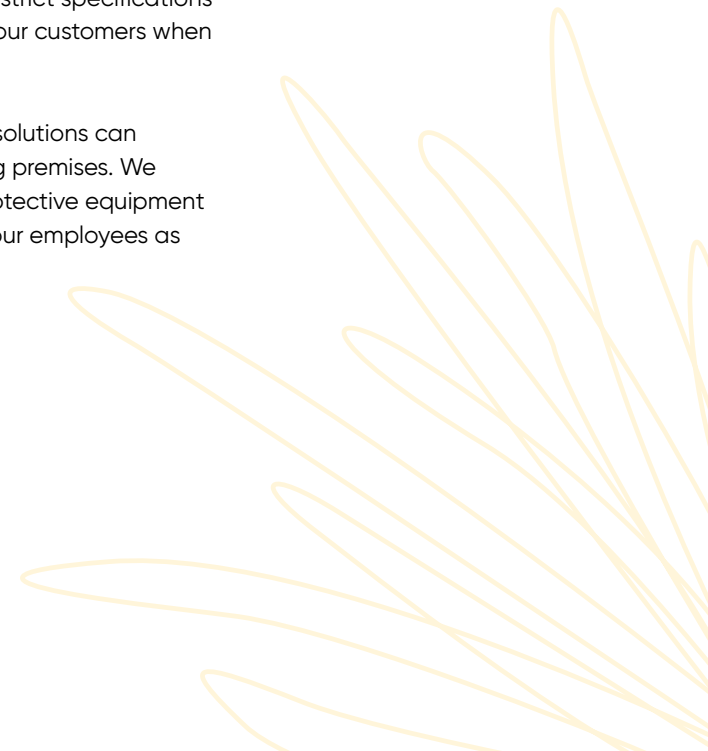
5. Safety

High standards for safety

We maintain a safe and healthy working environment, both physical and mental, for all our employees. Our production facilities are well maintained and technical equipment is monitored via a preventative maintenance plan. Our products are produced according to strict specifications and are safe to use for our customers when used as instructed.

Good structural safety solutions can be found on our working premises. We provide appropriate protective equipment and safety training for our employees as circumstances dictate.

*We maintain a safe
and healthy working
environment.*



6. *Environment and sustainability*

We are on a quest to create a greener world

In all of our endeavors, we develop our operations in a way that takes into account the environmental principles of sustainable development. The company, and each employee, is responsible for the environment.

We pay attention to, and aim to continuously reduce, the environmental impact of the company's operations. The integrated management and operating systems implemented by Forchem comply with the environmental ISO 14001 standard.

Our main raw material, Crude Tall Oil, is derived from trees as a by-product of the pulp industry and as such is 100% biobased, renewable, and sustainable.

We comply with all laws and regulations concerning environmental protection. We obtain and keep current all required environmental permits and registrations and follow the standards set forth in such permits and registrations.



*We comply with all
laws and regulations
concerning environmental
protection.*

Everyone is involved

