



## Business Partner Code of Conduct

At International Chemicals (ICC), we are committed to conducting our business with the highest ethical standards, ensuring safety of our operations, respect for human rights and the protection of our environment. We operate with integrity, transparency, and accountability, upholding fair labor practices, promoting workplace safety, and fostering a culture of dignity and respect.

Our commitment to ethics, human rights, and environmental stewardship is fundamental to everything we do and we expect our business partners—including suppliers, distributors, and agents—to uphold these same values. This Code outlines our fundamental principles and expectations, ensuring that all those who work with us understand what we stand for and are committed to responsible and ethical business practices.

### Compliance

Our business partners must adhere to all laws and regulations applicable to their business in countries where they operate. They are expected to abide by the same standards, virtues, and sentiments put forth in this code. Failure to comply will lead to corrective action measures up to and including termination of the business relationship.

### Ethics

#### Basic Human Rights

ICC is dedicated to upholding and promoting human rights as outlined in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights, the international Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights. We believe that respect for human dignity is fundamental to our values and operations. All partners must abide by these basic human rights.

#### Employment and Worker's Rights

ICC is dedicated to conducting our business in a manner that ensures the fair and ethical treatment of all individuals, including employees, customers, suppliers, contractors and communities in which we operate. We do not tolerate any form of forced labor, child labor, human trafficking, or other human rights abuses within our business or supply chain. We are committed to the principles of the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Business partners must abide by the same principles. All work must be voluntary and performed by those over the age of 16.

Our commitment extends to fostering a safe, inclusive, and respectful workplace where all employees have the right to fair wages, freedom of association, and a workplace free from harassment and exploitation. ICC does not discriminate based on race, religion, age, disability, family or marital status, gender identity or expression, political affiliation, sexual orientation nor color. We require our partners and suppliers to adhere to similar principles, ensuring that human rights are upheld across our global operations.

If you have concerns regarding potential human rights violations related to our business, we encourage you to report them through our established grievance mechanisms, ensuring transparency and accountability in our commitment to human rights.