



Budenheim

Responsibility:

Budenheim's basic ingredient.

Providing a better quality of life, today, as well as for future generations, this is what Budenheim understands by accepting responsibility. And it is this behavior that gives you the peace of mind and assurance in your business with us.

Responsibility guides Budenheim in all its actions and so it forms the basis for this code of conduct.

For more than 100 years Budenheim (herein also referred to as "we", or "our") is committed to socially and ecologically responsible business activities. Budenheim is accountable in terms of social equity, economic growth and environmental responsibility. Thus, Budenheim ensures value development in a secure, straight and fair manner. Respecting the limits of the earth's ecosystems and meeting human needs at the same time, is what Budenheim takes responsibility for.

This accountability arises in concrete corporate goals: The requirements

- of Ethical Trading Initiative's "Base code" and "Appendices", based on ILO demands and
- of OECD "Guidelines for Multinational Enterprises"

are acknowledged as our moral compass, in our everyday work and together with our partners: All staff members bear responsibility for the adherence of these principles, globally and every day.

Issues set out below are of particular importance to us which is why we refer to them in detail.

Human rights

Budenheim respects and supports compliance with the internationally proclaimed human rights and does not tolerate any involvement in human rights abuses.

Labor conditions

Forced labor: Budenheim rejects any form of forced and compulsory labor.

Child labor: We adhere to the stipulations of national laws, the rules of the United Nations, and the International Labor Organization (ILO) on child labor. Budenheim condemns child labor and respects the rights of children.

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Anti-discrimination ruling:

Budenheim does not accept any kind of illegal discrimination, neither because of gender, race, disability, age, or social background, nor because of ideology, religion, sexual orientation, or appearance.

Freedom of association: Budenheim upholds its employees' freedom of association and recognizes their right to collective bargaining.

Remuneration policy: We pursue a fair remuneration policy with due recognition of performance. Budenheim does not accept any unlawful pay cuts and complies with applicable national statutory standards.

Working hours: We adhere to applicable national laws regarding working hours and regular paid holidays.

Safety and health: We strictly focus on our employees' health and safety. Therefore, we have implemented safety policies and all employees are extensively trained to detect and rectify unsafe situations. For Budenheim it is understood that all operating exposures can be safeguarded. Creating an accident-free work environment and preventing the occurrence of occupational illness and health problems has top priority.

Environmental protection

Eco footprint: Budenheim has consistently defined the coexistence of the environment and chemical production in its company aims and has established an environmental division. The Budenheim environmental management system follows clear guiding principles. A clear structure ensures that environmental protection is embraced throughout the entire company.

Continuous improvements: The special significance of the environment venture has been proven ever since through Budenheim's sustainable environmental policy. As the world's first phosphate producer, Budenheim participated voluntarily in the EC Eco-Audit in 1996. Today, we continually contribute to further evaluate and improve living conditions. Throughout the whole company improvement management methodologies (e.g. Six Sigma) are implemented.

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Product and production safety:

Budenheim's entire production processes are subject to continuous inspection and improvement procedures. Quality is inspected at every stage of the process. Herewith we make sure that the product is safe for its intended use.

Waste: Budenheim has established a waste management plan for the safe handling, storage, transportation, utilization, and disposal of waste. This plan is in accordance with the applicable national regulations.

Information: If requested, we provide partners, customers as well as the general public with comprehensive information about the environmental and safety aspects of our products and production processes.

Emergency response: Budenheim successfully implemented a precautionary as well as best practice emergency response program addressing the most likely anticipated emergencies. All staff members are trained regularly for continuous improvements.

Anti-Corruption

Budenheim opposes corruption in all its forms, including extortion and bribery.

General requirements for business partners

Budenheim expects its suppliers to comply with the principles listed above and regards these principles as a favorable basis for enduring business relations.

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Dr. Stefan Lihl
Member of the Managing Board

Dr. Harald Schaub
Chairman of the Managing Board