

## COMPANY POLICY

Chem-Trend develops, manufactures and markets process chemicals for industry, relying on a chemical-specialty, problem-solving approach that puts emphasis on superior products and service in order to improve the manufacturing processes of our customers.

Our objective is to be the leader in product excellence, customer service and market share in our chosen market areas in order to achieve an above-average return on investment.

Chem-Trend is committed to protecting the environment and ensuring the health and safety of its employees, customers and the public, taking into consideration the nature, scale and environmental impacts of its activities, products and services.

Chem-Trend is committed to strengthen the connections between economic, environmental, and social outcomes through responsible action, thus solidifying our position as a leader and innovator in sustainable value-added release and related process chemical specialty solutions for generations.

Therefore, Chem-Trend's employees on all levels of the organization are committed to the following strategic objectives:

- To meet or exceed customer requirements and expectations to deliver the highest quality products and services, in order to maximize the value of our products and services for our customers.
- To follow controlled, documented processes which comply to applicable laws and regulations as well as International Quality Standards in all areas of our activities.
- To strive for continuous improvement towards Total Quality and efficiency with the objective of achieving "Zero Defects" and "Zero Waste".
- To continuously improve our health, safety and environmental standards and performance to maintain a safe working environment and to meet social, community, and customer expectations.
- To maintain a working atmosphere of respect, openness, trust and tolerance in order to support the high potential of ideas, creativity, and learning among the staff for the benefit of continuous improvement.
- To comply with legal requirements and to exceed these requirements wherever technically and economically possible.
- Consider and assess risks and opportunities in order to sustainably avert damage to the organisation and achieve improvements.

To us, these objectives represent an individual as well as a common task and, at the same time, they are an obligation towards our customers and suppliers. We explicitly support and encourage the engagement of our employees and adaptations in all areas.

The equivalence of Quality, Environmental Care and Occupational Safety is expressed in an integrated management system in accordance with EN 9100, DIN EN ISO 14001 and DIN EN ISO 45001.



Michael Woodcock  
General Manager



Peter Vilsmeier  
Executive Finance Director