

Penta's ultimate aim is the reinforcement of the partners and their companies in the market in cooperation with notable producers from all over the world. These aims - specified in Penta's company objectives - can only be achieved on the basis of fair and proper business practices.

Penta's Code of Conduct is a guideline for the basic principles which, on the one hand, determine Penta's relationship to customers, suppliers, authorities and other business partners, and on the other hand, the cooperation of employees among one another.

General Principles

Penta carries out all business activities and decisions according to generally accepted ethical values, in particular integrity, credibility and respect for human dignity.

Observation of the applicable rules and regulations is a matter of course for all Penta employees. It is taken for granted that the handling of chemicals is carried out with utmost responsibility and that in all areas extreme care is taken to observe all occupational safety and protection regulations.

Environmental protection and safety are an integral part of our company philosophy. Hence, from the start, Penta has taken part in the Responsible Care Programme of the Association of Chemical Trade (Verband Chemiehandel).

We fulfil all recognised or contractually stipulated quality requirements.

Penta also places great value on the observation of all regulations in connection with embargo and export control. All chemicals which could be used for the production of illegal chemical weapons or drugs are handled strictly according to the legal regulations in order to rule out any kind of misuse of these products.

Conduct towards business partners, competitors and third parties.

Penta observes the rules for fair and open competition and does not make any agreements which could lead to any kind of unauthorised influence. All requirements stipulated by competition and antitrust law are strictly observed and our employees are appropriately schooled.

Penta is vigorously opposed to any form of corruption.

It is strictly forbidden for Penta employees to request gifts or invitations. Gifts and invitations may by no means have any influence on business decisions and may not create this impression. The same applies to giving presents. On receiving presents and invitations one must be sure that no conflict can arise between the personal wishes of an employee and his/her duties towards Penta.

Dealing with Information

All Penta employees pledge secrecy with regard to business secrets and internal matters. The same applies to confidential information about customers, suppliers and all other business partners.

Penta also adheres to all regulations concerning data protection and processes any personal data according to legal requirements. Personal data of all employees is considered confidential and is protected against any illegal access.

Principles of social responsibility

Social responsibility is a vital part of our company policy.

Penta respects and supports the internationally recognised human rights.

The prohibitions and regulations for child labour must be observed.

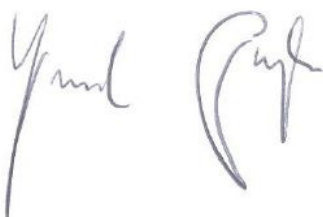
Penta is against any kind of discrimination. All employees are treated with respect and dignity. We deal fairly and respectfully with each other - mobbing in any form is strictly forbidden.

Equal opportunities apply to everyone. Only efficiency is decisive - all personal characteristics such as gender, age, disability, religion, origin, skin colour or sexual orientation shall be of no importance whatsoever.

Observation of the Code of Conduct

Observation of the Code of Conduct is mandatory for all employees.

We also expect our business partners to agree with all principles of Penta's Code of Conduct.



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