

SOCIAL

CORPORATE

SOCIAL

RESPONSE

SUSTAINABILITY

ECONOMY

ECOLOGY

INDEX

- 4 Human Rights
- 5 Labour
- 6 Business Integrity
- 7 Environment, Health and Safety
- 8 Sustainability
- 9 Management Approach

INTRODUCTION

As a global chemical company, the responsible and safe production and use of chemicals is right at the core of **OXEA's** Business Principles. We are committed to consistently and safely providing high quality products that meet or exceed our customers' expectations, dealing ethically, and with respect to human rights wherever we do business.

Taking into account the interests of our stakeholders and the need to adhere to all applicable laws and standards, **OXEA** has defined the programs and processes necessary to ensure the implementation of these principles.

This document is intended to share **OXEA's** principles, covering issues of Corporate Social Responsibility and Sustainability, and to reinforce the efforts of all companies following the UN code of conduct or other similar standards of conduct.



Dr. Günther Becker
VP Product Stewardship, Sustainability and Quality

Human Rights

OXEA upholds the UN's Universal Declaration of Human Rights and is committed to the fair and non-discriminatory treatment of all employees. One of the company's core values reads, "We treat each other with the same high respect and honesty. We value diversity as enrichment for us!"

OXEA will not participate in violations of elementary human rights, nor will OXEA implicitly tolerate suspected human rights abuses observed or reported with business partners.



Labour

Respect

Respect is a fundamental value of OXEA. Our employees are expected to treat each other and their business partners with respect, fairness and honesty. Differences of opinion and constructive criticism are valued; harassment, abuse and violation of human dignity are not tolerated.

Equal opportunity employment

OXEA is selecting employees based on qualification and ability. Gender, age, nationality or other criteria not relevant to performance do not play a role in the selection process. OXEA expects all employees to live up to the company's standards and failure to meet these standards is considered to be relevant to job performance, which is regularly appraised.

Fair wages

OXEA pays fair and competitive wages which meet legal standards or applicable regional standards.

Working hours

OXEA follows and respects all applicable working time legislation at all of its sites. Any overtime work is voluntary and restricted to the minimum not avoidable.

Freedom of association

All employees are allowed to exercise their rights to freedom of association and collective bargaining.

Forced and compulsory labour

All employment is freely chosen. Potential employees are free to choose employment, and likewise, free to terminate their employment should they choose to leave the company. OXEA relies on the motivation and dedication of each employee that is only possible if voluntarily chosen.

Child labor

OXEA does not employ child labor and illegal employment nor tolerate illegal employment practices.

Grievance mechanisms

OXEA offers several channels through which employees can freely, and without fear of repercussions, identify and report any behavior, business practice or conduct that is deemed to violate OXEA's standards, regulatory requirements or common standards of decency.

Business Integrity

Compliance

OXEA maintains processes to prevent, identify and react to violations of all applicable international and national laws and standards regulating trade. The company abides by relevant national and international restrictions on trade such as embargoes or export control.

Business ethics

OXEA follows strict business ethics; employees are aware of, and trained in, OXEA's business conduct policy.

Fair competition

OXEA will compete fairly in any market place and not participate in any practice deemed to infringe on good business practice.

Bribery, gifts and fraud

OXEA has implemented firm rules covering the giving and receiving of gifts and a management system designed to prevent bribery or any kind of financial fraud.

Confidential information

OXEA will honor confidential information received, and likewise expects business partners to respect confidential information provided by OXEA. Access to confidential information is subject to "need to know." Confidential information may not be passed on without the recipient being aware of the confidentiality.

Business integrity issues

Any perceived business integrity issues or conflict of interest can be reported through several means, including an anonymous hotline, without fear of recrimination.

Data protection

OXEA's processes and IT systems ensure the protection of personal data in line with the requirements of the EU General Data Protection Regulation.

Environment, Health and Safety

Environmental responsibility

Our commitment includes the active management of environmental issues, compliance to all applicable national standards and site specific regulations, and continuous improvement to minimize the depletion of natural resources, optimize the utilization of energy and reduce the production of waste.

OXEA has implemented an integrated management system that includes environmental management, and in most production sites has been third party certified according to ISO 14000 standards.

Health and process safety

OXEA is pledged to secure the health and safety of employees and neighbors and supports programs to ensure these goals. Safety is the no. 1 concern in all daily work. Employees and subcontractors are trained on health and safety practices. OXEA ensures with its comprehensive safety program that anyone entering the plant and the neighborhood is protected and safe.

The safety of our processes is ensured by appropriate engineering measures and operational procedures. These are regularly reviewed, taking the best available technologies into account, and updated to maintain a high quality of protection.

OXEA maintains an emergency management system to ensure that detrimental impacts on human life or the environment can be avoided or minimized in an event.

Environmentally friendly technologies

Consideration of environmental impact and safety are integral to all improvement and innovation processes and a necessary part of all related approval processes. OXEA is constantly searching for better and more sustainable technologies that equally take business aspects, environmental aspects, health and safety into account.

Sustainability

Sustainable growth

OXEA is committed to act responsibly in all its corporate activities. Sustainable development is the only way to safeguard the future development of the company and the interests of all stakeholders including customers, employees, the public and the company's owners.

Consideration of sustainability aspects is integrated in core company processes, including improvement projects, new developments and all kinds of capital expenditure.

OXEA is benchmarking its progress using the system provided by the "Together for Sustainability" initiative and publishes sustainability reports on a regular basis.



Management Approach

Management system

OXEA has implemented an integrated management system to ensure the efficiency of its business processes and compliance with all relevant legal requirements and standards.

The system is meeting a large number of international standards including ISO 9001 and ISO 14001, and its performance is regularly reviewed by internal and external audits. OXEA maintains the corresponding certification.

The public

OXEA engages in open dialog with neighbors, residents and municipalities. Events and news are regularly communicated, including information on environmental issues, incidents and evaluations of the impact of its commercial activities on human life and the environment.

In its cooperation with governmental agencies, OXEA seeks an atmosphere of trustworthiness and honesty.

Suppliers and contractors

Suppliers are encouraged to develop and follow comparable standards of CSR and environmental awareness. Their ability to provide constant and high quality products and services, and their ability to demonstrate responsible management, are taken into account in the supplier evaluation process.

Site Contractors are required to follow OXEA standards in all matters.

IMPRINT

Publisher

OXEA GmbH
Rheinpromenade 4a
40789 Monheim am Rhein
Germany

Tel. +49 2173 9993-0
Fax +49 208 693-3101

info@oxea-chemicals.com
www.oxea-chemicals.com

Responsible

Dr. Salim Al Huthaili,
CEO of OXEA

Layout

vE&K Advertising agency
Essen

Picture credit

P. 4: Bernhard Fischer
P. 8: Sebastian Moelleken
All other pictures: OXEA

