



## Code of conduct

**At HOBUM Oleochemicals GmbH, we are committed to the fundamental principles of sustainability, security and integrity. Adherence to these principles is our top priority and we expect this from our business partners. The following “Code of Conduct” describes our beliefs and reflects what HOBUM stands for.**

### Compliance

At HOBUM, we comply with all relevant laws and regulations and expect this from all our business partners. In addition, we expect our partners to comply with all the principles outlined here and to draw up their own compliance regulations.

Failure to comply with the regulations set out here may lead to the termination of the business relationship.

### Safety

The safety of our employees in the workplace must be guaranteed at all times. This also applies to activities that do not take place at the company’s headquarters, e. g. mobile work or on business trips.

We constantly review the safety of our production processes and other workflows with the help of risk assessments and implement technical improvements with the involvement of employees and the works council.

The safety of our products must be guaranteed at all times. We pay attention to compliance with legal framework conditions, that our safety data sheets are up-to-date and that our products are labeled accordingly.

We expect the same safety precautions from our business partners.

### Sustainability

As HOBUM Oleochemicals GmbH, we are committed to the 17 Sustainable Development Goals of the UN (SDGs) and are a member of the UN Global Compact Network.

With the processing of renewable raw materials, HOBUM has been placing the concept of recycling and thus climate protection and sustainable business at the heart of our strategic orientation for over 60 years.

Respect for human rights and the commitment to the Hamburg Oil Mill Agreement (IGBCE) underline the social orientation of our company and are strengthened by the maintenance of a foundation for subsidized living of active and former employees.

### Integrity

We are convinced that long-term success in business can only be achieved by acting in partnership with all market participants.

We stand for the observance of fair competition based on all national and international market rules. Respect for and compliance with personal and property rights are no alternative. Any kind of bribery or corruption is strictly rejected. All business transactions are documented transparently and verifiably and are available for inspection at any time.

This “code of conduct” applies to all shareholders, employees and business partners of HOBUM. It is supplemented and made more specific by various directives.

Hamburg, Oktober 2021