



The Compound Company – Code of Conduct

Our vision

The Compound Company believes that companies with a sustainability focus are long-term winners in their markets. We aim at creating continuity and further sustainable growth of the organisation. The board of directors is convinced that continuity and growth can only be guaranteed when due attention is given to the quality of the organization and its products; furthermore, safe and healthy working conditions for all our employees, and taking care of our environment and the future of our planet are essential elements of our corporate policy.

We recognize the environmental impacts arising from our business activities and are actively seeking to minimize the impact of our business operations on our people and our planet. The Compound Company believes it must conduct its business in a socially and environmentally responsible manner.

This Code of Conduct applies to all employees of The Compound Company group, including Yparex BV, EcoForte BV and CMP Cologne GmbH.

As sustainability implies the responsibility of the whole value chain, we expect all our business partners to respect the same principles in the areas of business ethics, human rights, labor standards and safety and the environment.



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Our ethical principles

1. Equal employment

The Compound Company is committed to equality of opportunity both in the provision of services to the public and as an employer. We will treat equally and with fairness at all times its employees, customers, contractors and those who come into contact with the company. We will not discriminate on the grounds of race, gender, disability, nationality, religion, philosophical belief, political belief, age, sexual orientation, family status, trade union activity or any other factor. We will adopt fair and inclusive practices throughout our operations and will seek to eliminate all prejudice, discrimination, bullying and harassment. Non-compliance with this policy will be treated seriously and will not be tolerated.

2. Human Rights

The Compound Company supports the principles of the United Nations Universal Declaration of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. We will adhere to the following principles in respect of our staff. We will treat all employees fairly and honestly, regardless of where they work. All staff will have agreed terms and conditions in accordance with local law or practice and will be given appropriate job skills training.

The Compound Company is committed to creating and maintaining a safe and healthy working environment for its employees. We have developed a high-level safety policy and seek continuous improvement and compliance with legislation, with proper regard to the protection of people, premises, property and environment. Our employees receive regular safety & health training, including the handling of hazardous materials and the prevention of accidents.

The Compound Company will not employ or condone illegal child labour, forced or bonded labour, or forced overtime.

We adhere to human rights principles in our relation with all our business partners and through our products and services.

3. Anti-Bribery and anti-Corruption – Conflicts of interest

The Compound Company does not tolerate bribery and corruption in any of its forms in our business. We will not offer, give, seek or receive any money, items of value or any other undue advantages to obtain business or private benefit. The employees of the Compound Company may exceptionally accept gifts or invitations purely offered as a courtesy, and only if they remain within reasonable limits. We comply with anti-bribery and corruption laws and regulations.





Bribery and corruption are criminal offences with severe sentences for both companies and individuals. For this reason, non-compliance with these requirements is taken particularly seriously.

4. Modern Slavery Act and Human trafficking

The Compound Company has a zero-tolerance approach to modern slavery and is committed to acting ethically, transparently and with integrity in all of our business dealings. We are continuously working to prevent any cases of slavery and human trafficking within our supply chains as required under the UK Modern Slavery Act 2015 and equivalent laws in other countries. Our zero-tolerance approach to modern slavery and human trafficking is shared with our business partners and we expect the same high standards from all of them.

5. Data Privacy

Consistent with the respect The Compound Company has for its people, the privacy of individuals and their personal data is fully respected within the lines of reason and by law. We will treat all personal information of our employees and business partners sensitively, in confidence and in line with legal obligations. We take our obligations under the General Data Protection Regulation (GDPR) and any other applicable data protection laws seriously and take care to prevent unauthorised disclosure.

The Compound Company's resources need to be properly protected. Innovative solutions and products in the level of intellectual property are the key to achieve success and future growth. The appropriate steps are taken to for the protection of any intellectual property to secure this intellectual property.

6. Anti-competitive behavior

The Compound Company aims to develop strong relationships with our suppliers, stakeholders and others with whom we have dealings, based on mutual trust, understanding and respect. In those dealings, we expect our partners to adhere to business principles consistent with our own. The Compound Company conducts their operations in accordance with the principles of fair competition and applicable regulations.

7. Environment

Through our core business activities we are committed to the development, production and commercialization of polyolefin-based compounds for consumer goods and a broad range of thermoplastics for automotive, construction, industrial, and packaging markets. At the same time, we recognize the environmental impacts arising from our business activities and are committed to reducing these through effective environmental management. Our policy is to strive to achieve continual improvement in environmental performance.



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We are committed to:

- Preventing pollution and reducing the overall impact of our operations on the environment.
- Maintaining an internal management structure for the management of environmental issues which includes clearly defined responsibilities for environmental management capable of delivering this policy commitment.
- Complying with, and where possible exceeding applicable legal and other requirements relating to the organization.
- Monitoring our environmental performance and setting objectives and targets for improvement.
- Providing appropriate training and awareness programs for our staff.

8. Sustainable product development

Sustainable product development is an important topic on the agenda of our customers. The needs in the industries are to cut costs and at the same time grow by producing more efficiently and creating greener products. We support our customers by developing innovative solutions in products and services that create more value with less environmental impact. We participate in several consortia co-developing innovative sustainable solutions and products.

Simon Put

Managing director of The Compound Company

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