



# Ethics policy

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Dear valued stakeholders,

I am delighted to announce the release of the ethical policy of LAT Nitrogen, our group of companies that is dedicated to delivering innovative nitrogen solutions to the agricultural, industrial and woodworking industry.

Our ethical policy reflects our commitment to conducting business with integrity, transparency and respect for all stakeholders.

At LAT Nitrogen, we recognize that our long-term success depends not only on the quality of our products but also on the strength of our relationships with our stakeholders. We believe that maintaining the highest ethical standards is crucial for building trust and credibility with our customers, employees, partners and communities.

Our ethical policy sets out the expectations and responsibilities of everyone who works for and with our company. It covers a range of topics, including compliance with laws and regulations, human rights, labor practices, environmental stewardship, safety and community engagement.

We are proud of our ethical policy and the culture of integrity that it reflects. We encourage all our employees to consult with our compliance officer and ethical ambassadors whenever they have questions or concerns about ethical matters.

We believe that by working together and upholding our ethical values, we can create a sustainable future for all. Thank you for your continued support of LAT Nitrogen and our commitment to ethical business practices.

Sincerely,

Leo Alders  
CEO LAT Nitrogen  
May 1, 2023



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## 1. WHO MUST FOLLOW THE POLICY?

### ■ All employees

We expect all of our employees to know and to follow this LAT Nitrogen Ethics Policy ("Policy") at all times.

### ■ LAT Nitrogen group companies and controlled affiliates

We expect that all majority-owned companies of LAT Nitrogen and all affiliated companies under the control of LAT Nitrogen will adopt policies consistent with this Policy.

### ■ Business Partners

We seek to deal with third parties who share our values. We expect employees who deal with third parties to require these third parties to comply with relevant aspects of this Policy. As a LAT Nitrogen employee, it is your responsibility to highlight the relevant parts of this policy to the third parties that you are engaging with on our behalf and encourage them to immediately report any deviation in accordance with Section 4.

A third party is anyone who does business with LAT Nitrogen, including:

- ☐ Suppliers
- ☐ Consultants
- ☐ Agents
- ☐ Sales representatives
- ☐ Dealers
- ☐ Independent contractors
- ☐ Contract workers
- ☐ Customers



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## Managers have additional responsibility for fostering the right environment

Managers have a particular responsibility for not only complying with the Policy, but also for fostering a culture that reflects our principles. Managers should be particularly familiar with the Policy and any additional policies and encourage compliance by others.

We expect managers to support their teams by:

- ☐ conveying the importance of honesty, trust and integrity
- ☐ developing a culture in which our employees are respected and in which they are likely to feel that they can raise concerns
- ☐ reminding employees of the multiple possibilities to both communicate and report and ensuring that there will be no stigma in taking any concerns to them
- ☐ ensuring an open-door policy.

## Failure to comply

Failure to comply with any aspect of this Policy can result in disciplinary action, including – in cases of serious and/or deliberate contravention – potential termination of your employment.

## 2. OUR ETHICAL PRINCIPLE

This Ethics Policy aims to foster a working culture that ensures that we best achieve our aspirations for LAT Nitrogen. This goes beyond mere compliance with legal obligations. Section 5 sets out our approach to specific areas. However, underpinning the whole Policy are certain key principles, which derive from our values: Safety, Respect and Engagement.

## Doing what is legal & right

We expect everyone not only to comply with applicable laws, we also always want to do what is ethical and right.



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## Honesty

We expect our employees to be honest, and to ensure that LAT Nitrogen, in turn, is honest in the facts and representations it makes externally. Honesty includes ensuring that we do not deliberately give or encourage a false impression.

## Integrity

We expect you to demonstrate personal integrity and to do what is honest and fair, even when there may be pressure to do otherwise.

## Working together

We will achieve the best outputs when we work together, collaboratively and openly, considering, however, data privacy and other confidentiality requirements.

## Respect for each other

We expect all employees to treat each other with respect and to value the individual contributions of each person; we welcome diversity in our workforce.

## Accountability

We are each accountable for our actions. If something goes wrong, we expect you to raise the issue to the relevant people internally in order for it to be addressed in the best possible way and so that we learn from mistakes. We expect everyone to do their part to protect LAT Nitrogen, our reputation and our customers. We cannot guarantee that a mistake will never have adverse consequences, but we aim to foster a culture where mistakes are to be learned from rather than penalized, and where taking responsibility for them is encouraged. Hiding mistakes that may need addressing or looking to pass blame unfairly to others should have no place at LAT Nitrogen.

## Health, safety and environment

Nothing is more important to us than the health and safety of our employees.

We behave responsibly towards our environment and are a strong supporter of the industry-wide Responsible Care® initiative, which focuses on concerns relating to health and safety and the environment in relation to our business.





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While we expect everyone to understand and comply with all local environmental and health and safety regulations in the jurisdictions where we conduct business, this Policy does not address those concerns directly. However, they form an important part of the ethical principles on which LAT Nitrogen does business and our employees should keep them in mind and raise concerns on these considerations if necessary.

## 3. COMPLYING WITH THE POLICY – WHAT WE EXPECT OF YOU

### We expect you to exercise judgement

The Policy is not simply a set of procedures to be followed; it places responsibility on you to exercise judgement. We trust in your ability to make the right judgements, informed by the principles outlined in this Policy, and to avoid any improper behaviour.

### We expect you to comply with legal requirements

LAT Nitrogen operates around the world, which makes us subject to the laws of many countries and other jurisdictions around the world. In addition to complying with the principles developed in this Policy, we expect you to comply with all applicable local and international laws and regulations. If a provision of the Policy conflicts with any of the applicable laws, the law prevails. Our Legal Department is available to assist you in this.

### We expect you to consider whether legal or ethical situations might arise, when taking action

For the occasions in which an issue or a situation arises and falls into a grey area, you are encouraged to use the following ethical assessment steps (see fig.1 below) to guide your thinking:



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Fig, 1: Ethical assessment steps



## We expect you to speak out when you see a wrongdoing at LAT Nitrogen

If you see dishonest conduct or other behaviour that is in contravention with the ethical principles, you shall raise it. Similarly, if you have made or become aware of a mistake or other situation that may be of concern for LAT Nitrogen, we expect you to raise it. This is essential if LAT Nitrogen wants to retain its position as a respected global leader. Section 4 explains who you can raise issues with and how.





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## We expect you to attend the trainings organized by LAT Nitrogen on these issues

All white collar employees must complete a mandatory online Code of Conduct training at the beginning of their employment and then annually. Blue collar employees must complete the mandatory online Code of Conduct training only at the beginning of their employment and then - corresponding to the risk according to the Transparency International Corruption Perception Index of the countries in which they are located - they will be trained by the Compliance Officer or the Ethics Ambassadors.

All employees are expected to fill in the Annual Certification that will confirm both that they are familiar with the Policy, and that they have reported any of its violations or potential violations of which they are aware in accordance with the Policy. When faced with a difficult decision, before you act, you are encouraged to use the Decision Tree (see fig. 2) to help you decide whether a course of action is correct: If the answer is 'no' to any of the above questions – do not proceed with the proposed action and raise your concern as set out in Section 4.

Fig. 2: Decision Tree





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## 4. RAISING CONCERNS, SPEAKING UP AND SEEKING ADVICE

### ■ Who to speak to: How to raise a concern or seek guidance

Where you have a concern about a proposed course of action, or about a current situation, you shall raise it with the appropriate person. The appropriate person in most instances will be your line manager. This Policy places specific expectations on managers to foster an environment in which staff can speak to them. However, there may be times when you might consider it is not appropriate to speak to your line manager (e.g. where your concern is about him/her), or where you continue to have concerns even after having consulted him/her.

In those instances, you can consult with or make a report to:

- Whistleblower Hotline
- Ethics Ambassadors
- Compliance Officer
- Legal Department
- Your HR area manager

LAT Nitrogen is committed to taking every reported concern very seriously. Every report is carefully reviewed and handled with the utmost sensitivity and confidentiality (to the extent legally permissible) and in accordance with applicable legal requirements.

### ■ Ethics Ambassadors and the Whistleblower Hotline

In relation to the employees and also third parties, the Ethics Ambassadors have two roles:

- to promote awareness and understanding of and compliance with this Policy throughout LAT Nitrogen
- to be available for you to consult when an issue arises, and to take this issue forward.



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Ethics Ambassadors are LAT Nitrogen personnel. While they will have another role within LAT Nitrogen, they have had specific training for their Ethics Ambassador role. LAT Nitrogen Compliance Officer may manage and host Ethics Conferences to which, in particular our Ethics Ambassadors will be invited. The purpose of these conferences is to foster our ethical culture and to create awareness and discussions about ethics.

Reports can also be made online via the Whistleblower Hotline. LAT Nitrogen guarantees fullest confidentiality based on a strict need-to-know principle and technical safeguarding of the reported information. The Whistleblowers Hotline can also be used for anonymous reporting. This hotline is open for reporting possible violations or concerns, in particular related to any area of this Policy, including human rights, health & safety and environmental related matters.

## No retaliation against those who raise concerns

It is essential to the effectiveness of this Policy, and to the maintenance of a culture of integrity throughout LAT Nitrogen, that employees should feel able to speak freely without any fear of criticism or reprisal and be able to participate in any subsequent investigation. LAT Nitrogen, therefore, does not tolerate any retaliation against an employee who reports a matter or who participates in an investigation of a possible violation of the Policy, company policies and the law. If you experience any retaliation of this sort, including being threatened or intimidated, please contact the Compliance Officer immediately.

*LAT Nitrogen Compliance Officer:*

**Jörg Deistler**

*Governance, Compliance & Ethics Officer*

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Anyone who retaliates against an employee for engaging in any of these activities will be subject to disciplinary action, up to and including potential termination.



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## 5. SPECIFIC COMPLIANCE EXPECTATIONS

### LAT Nitrogen and you

#### Working with each other

We treat everyone with fairness, respect and dignity. We do not tolerate any form of abuse, harassment or discrimination. This includes actions that can be considered offensive, intimidating or discriminatory, as well as any form of sexual harassment.

We therefore expect you to:

- ☐ treat everyone with respect and dignity – never threaten, humiliate or use suggestive or disparaging language or actions, including in the context of critical feedback
- ☐ never make inappropriate comments of a sexual nature or any other sexually offensive behavior
- ☐ treat everyone (internally and externally) equally, basing decisions on merit not on irrelevant characteristics
- ☐ we will not discriminate in the recruitment and promotion of employees on grounds of race, religion, national origin, colour, gender, sexual orientation, age, marital status or disability which are unrelated to the job in question
- ☐ be respectful of cultural differences
- ☐ be sensitive to when others might find behaviour or comments offensive
- ☐ take action when such an action is affecting you or your colleagues.

#### Data privacy

LAT Nitrogen is responsible in its handling of your personal information. It is essential that all employees can have confidence that LAT Nitrogen will treat all personal information of its employees and business partners sensitively, in confidence and in line with legal obligations.

We take our obligations under the EU General Data Protection Regulation (GDPR) and any other applicable data protection laws seriously and take care to prevent unauthorized disclosure.



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Certain employees may, as part of their role, legally handle personal information about other employees or about third parties. Those employees will receive specific training on what is expected and required from them in regard to the holding of such data.

We expect all employees to treat personal data in accordance with the law and sensitively when they encounter it, no matter what the context.

Employees dealing with personal data shall familiarize themselves with our Privacy Notice and the Data Protection Procedure.

## Confidential information

Many employees will have access to information during the course of their work, which is confidential to LAT Nitrogen. Employees should not disclose information acquired during the course of business to any third party, whether during the course of work or otherwise, unless either:

- ☐ they know that the information is not confidential (although, in cases of doubt, our personnel should assume that information acquired at work is confidential)
- ☐ they are authorized to share such information with a specified third party for business reasons.

Further details about proper handling of confidential information can be found in the LAT Nitrogen Information Handling and Safeguarding Procedure.

## Conflict of interest

A conflict of interest may occur when your personal interest could get in the way of your duty to act in the best interests of LAT Nitrogen.

Conflicts of interest can occur in many different ways. Typically, they arise in following situations:

- ☐ outside jobs and affiliation with competitors, customers or suppliers
- ☐ working with close relatives
- ☐ having an intimate relationship with another colleague who can influence decisions such as salary, performance rating or promotion
- ☐ serving as board member, advisory committee or other governing body of another organization
- ☐ investments which might influence or appear to influence your judgement.





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We expect you to:

- ☐ avoid any activity that creates even the remote appearance of a conflict between your personal interests and the interests of LAT Nitrogen
- ☐ disclose to your line manager and to the Compliance Officer any actual, perceived or potential conflicts that you might have in order to protect yourself and LAT Nitrogen
- ☐ follow any restrictions imposed on you as a result of a conflict of interest disclosure.

## Outside employment

In general, we do not expect LAT Nitrogen employees to have another employment at the same time. However, it may be permissible in certain circumstances.

If you propose to take any outside employment or any official function outside of your employment at LAT Nitrogen, you should first raise this intention with your line manager and Human Resources Department (“HR”) and ensure that any such position does not conflict with your responsibilities as a LAT Nitrogen employee or with this Policy. You may not commence any outside function without prior approval by your line manager and HR.

## Hiring government employees or government officials

The hiring of government officials or former government officials can raise legal compliance concerns and needs to be handled with care. Consequently, you shall seek clearance from the Legal Department before hiring a present or former government employee or official in any capacity.

As a general rule:

- ☐ LAT Nitrogen may engage a government employee or official to perform services, provided that the services concerned are for a legitimate business purpose, are lawful in the country where they are performed and will not interfere in any manner or degree with the employee’s or official’s governmental duties or obligations. This also relates to former government employees where the activities to be performed relate directly to the functions held or supervised during their tenure.
- ☐ LAT Nitrogen shall not engage a government employee or official to perform services that conflict or interfere in any manner or degree with that employee’s or official’s governmental duties or obligations, or the duties or obligations of the governmental agency that acts as his/her employer.





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## Protecting LAT Nitrogen

### External provision of information

It is essential to LAT Nitrogen's reputation and standing that all provided data and information about its products and services, whether to customers, regulators or others, is, to the best of our belief, accurate and not misleading.

Any external provision of data which is knowingly false, incomplete or misleading, or which cannot be supported by evidence, especially to customers, clients, suppliers or government entities, will be treated particularly seriously.

### Use of company assets

We expect you to use LAT Nitrogen's property and resources (including IT resources) only for the proper conduct of business (although occasional personal use is permitted). Property and resources include physical assets, intangible assets and confidential information.

Work related emails, messages and other electronic files on company mobiles and laptops are in the sole property of LAT Nitrogen. To the extent permitted by applicable laws, LAT Nitrogen preserves its right to access, monitor, archive and process such data in connection with investigating suspected illegal or unethical misconduct or in case of urgent business needs. Private emails and files have to be marked as "PRIVATE" in which case they may not be accessed. For further information, please refer to the Private Use of Company Assets instruction.

We expect you to make the best use of the company's property, money and other resources.

It is the responsibility of every LAT Nitrogen employee to keep LAT Nitrogen's property, resources and information systems secure from unauthorized use, damage or disclosure.

We must preserve integrity and confidentiality of the company's information and, as such, protect LAT Nitrogen's computing resources and network.



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## ■ Conducting business the right way

### Human Rights

We respect the importance of human rights across the globe, including:

- treating everyone with respect, championing diversity and inclusion
- promoting fair responsible employment and wage & hour practices
- providing fair and competitive wages
- prohibiting harassment, bullying, discrimination, use of child or forced labor or trafficking in persons for any purpose
- we respect the right of employees to exercise their right of free association and to choose or not choose collective bargaining representation
- we are committed to ensuring our employees and suppliers take appropriate steps to ensure respect for human rights in our business and supply chain
- we adhere to human rights precepts in our relations with stakeholders and through our products and services.

### Anti-bribery and anti-corruption

We do not tolerate bribery and corruption in any of its forms in our business and we comply with anti-bribery and corruption laws and regulations. Bribes, kickbacks, unfair advantages and other acts of corruption are strictly prohibited by LAT Nitrogen.

A bribe is an offer of financial advantage or anything of value which is made in order to induce or reward the improper performance of a function by the recipient. The bribe may be in the form of money, but may take other forms such as hospitality or payment of travel/accommodation, although, this is not intended to prevent normal corporate entertainment.

Bribery and corruption are criminal offences with severe sentences for both companies and individuals who breach them, including potentially imprisonment; for this reason, non-compliance with these requirements is taken particularly seriously.



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As a general guide, employees shall:

- ☐ never offer, give or accept payment or anything of value directly or through a third party, in the attempt to gain business or to improperly influence a business decision
- ☐ only offer and receive gifts and hospitality in line with related LAT Nitrogen policies (see fig. 3 below)
- ☐ refuse any offer of additional “facilitation payment” for performing a function
- ☐ take particular care when dealing with public officials
- ☐ maintain accurate bookkeeping and records to honestly describe payments
- ☐ contact the Compliance Officer if they are, or believe they may be confronted with a potential bribe or facilitation payment.

For a more detailed explanation of all relevant processes please refer to our Anti-Bribery and Corruption instruction.

## Gifts and hospitality

During the course of business you may be offered hospitality or gifts by third parties such as suppliers. Similarly, you may offer such hospitality to others.

Reasonable and proportionate gifts and hospitality with a legitimate business purpose are admissible and not being considered as a bribe under international anti-corruption laws.

In general, gifts & hospitality with a value of more than EUR 100 per recipient require further review.

However, you must not accept gifts, meals or entertainment or any other favour from customers or suppliers if doing so might compromise, or appear to compromise, your ability to make objective business decisions in the best interest of LAT Nitrogen. Similarly, you shall not offer such hospitality if it is likely to create a perception of an obligation on the receiving party.

Any offer of gifts or hospitality to government or public officials should be avoided and is only allowed if it is in strict accordance with our Anti-Corruption and Gifts & Hospitality policy.



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International anti-bribery laws stress the fact that documentation and transparency is key. LAT Nitrogen therefore sustains a Gift & Hospitality Register for offered or accepted gifts and invitations.

We expect every employee to register gifts and hospitality in accordance with the following requirements in the table below (see fig. 3).

In case of any doubt or question, please consult the Compliance Officer. Employees who fail to register gift & hospitality properly may be subject to disciplinary action.

Fig.3 – Gift & Hospitality Register requirements

Gift and hospitality register requirements		
Allowed without registration	Not allowed	Registration required
<p>Isolated, trivial and inexpensive gifts, e.g.:</p> <ul style="list-style-type: none"> <li>– Pocket diary</li> <li>– Pen</li> <li>– Calendar</li> <li>– Calculator</li> <li>– Key ring</li> <li>– Paperweight</li> <li>– Decorative item (plate/box)</li> <li>– Flowers</li> <li>– Catering service; lunch/other meal for guests of Borealis during site visits</li> <li>– Meals with legitimate business purpose with value below EUR 100/person</li> </ul>	<ul style="list-style-type: none"> <li>– Gifts &amp; hospitality that violate applicable laws (e.g. bottles of wine are not allowed in some countries)</li> <li>– Cash or cash equivalents (such as gift cards)</li> <li>– Gifts or invitations of unethical nature (sexually related)</li> <li>– Gifts which were actively demanded</li> <li>– Attendance at frequent or extravagant social functions</li> <li>– Holidays or holiday travel</li> </ul>	<ul style="list-style-type: none"> <li>– Any gift and hospitality not mentioned to in the previous columns</li> <li>– Gifts and hospitality with a higher value than EUR 100; or in case recurring, not higher than EUR 500 during last 12 months</li> <li>– Gifts and hospitality for public officials</li> <li>– Membership subscriptions</li> </ul>



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## Anti-competitive behavior

LAT Nitrogen competes fairly in all markets and countries and does not collude with its competitors in any aspects of its business.

It complies with all applicable competition laws around the world. Laws preventing unfair competition (sometimes known as “anti-trust” laws) are complex and fines for violations are severe. In addition, other consequences of such breach include sanctions for individuals, void agreement and damages as well as bad publicity.

In support of LAT Nitrogen’s policy, you shall always:

- refrain from proposing, or entering into any arrangement with a competitor including, fixing sale or purchase prices, sales and marketing plans, information about customers or suppliers, bidding for contracts, the allocation and dividing of markets, boycotts, restricting capacity or output, terms of sale or purchase or exchanging information of any other commercially sensitive topic
- not enter into discussions or interact with a competitor that could create the appearance of improper agreements or understandings which might eliminate or restrict competition
- obtain competitive data or information from independent sources and not from the competitors themselves
- review in advance together with the Legal Department any arrangement with a customer or supplier involving exclusivity, tying, reciprocal dealing and any other similar restrictions
- refrain to use customers or any other person as in intermediary to exchange commercially sensitive information with competitors
- consult with the Legal Department if you are in doubt and have any questions related to the anti-trust conduct

For a more detailed explanation please always refer to our Competition Law Instruction.





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## International trade and sanction laws

We are a global company operating in an area (chemicals) subject to international trade regulation. We comply with all trade laws of all countries in which we operate including sanction, import and export control and customs laws that apply to the cross-border trade of our products and services. Employees involved in the cross-border trade of our products and services shall:

- ☐ comply with applicable trade control and sanctions laws and applicable custom procedures
- ☐ consider sanction risks as part of the business opportunities and business partners
- ☐ obtain internal approvals consistent with LAT Nitrogen's policies before undertaking a transaction in which trade restrictions might be seen to apply, such as with individuals or in countries that appear on sanction lists
- ☐ consult the Legal Department when responding to inquiries or questionnaires about activities which are potentially subject to trade restrictions
- ☐ notify the Compliance Officer of any suspected or actual non-compliance with trade laws or restrictions.

### Watch out for:

- ☐ New markets: Business in new countries, and particularly countries that are subject to international trade restrictions or sanction programs
- ☐ Dual-use trade controls: Dual-use items are goods, software and technology that can be used both for civilian and military applications. Transit of dual-use items may include transfer via email, download, meetings, discussions, or visits and may be subject to export control requirements. Dual-use trade control may affect business with spare parts and plant components.

## Preventing money laundering

Money laundering is the process of hiding illegal funds or making them look as though they are legitimate. It also covers the use of legitimate funds to support crime or terrorism.

- ☐ Never become involved in money laundering
- ☐ Know your business partners by following our third party risk assessment procedures
- ☐ Contact the Compliance Officer in case of any suspicion.





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## Procurement

Proper and ethical managing our purchases is most critical for our business. In our aim to achieve the best possible commercial terms we also need to make sure that we exclusively purchase from ethical suppliers who are themselves committed to ethics & compliance. Failures in selecting an ethical supplier may result in fines and other financial and reputational damages.

Proper and unbiased selection of ethical suppliers and their supplies in the best interest of our company is not only the responsibility of our Procurement Team but of everyone who is involved in a procurement process.

## Business partners

Our customers, suppliers, service providers, agents and other business partners play an integral role in our business. We evaluate them carefully before engaging with them, and we expect them to conduct themselves in an ethical and compliant manner. Service providers who interact with governments must be vetted with extra caution, particularly in countries perceived to be less transparent.

Business partners must be subject to confidentiality agreements if they have access to confidential or proprietary information. Suppliers shall be selected fairly and without a conflict of interest or any kind of favoritism that might compromise the selection process. Suppliers shall treat workers fairly, provide safe and healthy workplaces, minimize their environmental impact and impose the same requirements on their subcontractors.

Before entering into a contract with a business partner you shall:

- ☐ conduct the due diligence and ongoing monitoring to reasonably assure yourself that their business activities and transactions are reputable, responsible and legal, particularly with regard to the UK-Bribery Act, the German Lieferkettengesetz and applicable EU legislation
- ☐ ensure you understand and describe the services provided by any agent, intermediary or other provider for which you are responsible
- ☐ select suppliers based on merits and in line with LAT Nitrogen's procurement policies and processes
- ☐ obtain commitments from your business partners to conduct themselves in an ethical and compliant manner consistent with LAT Nitrogen's Ethics Policy

For a more detailed explanation please refer to our Modern Slavery Act and our Compliance Due Dilligence.



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## 6. OUR ETHICS POLICY AT A GLANCE

- ▶ We are committed to a culture of ethics and compliance in which we conduct our global business with integrity and in accordance with applicable laws and regulations.
- ▶ We expect our employees to speak up when they see potential violations of law, regulation, relevant policy or this Ethics Policy.
- ▶ Nothing is more important to us than the health and safety of our employees and behaving responsibly towards our environment.
- ▶ We treat everyone with respect and will not tolerate unfair treatment, harassment, abuse or retaliation within the workplace.
- ▶ We protect personal data and confidential information.
- ▶ We do not provide false or misleading information to internal and external partners.
- ▶ We do not accept bribes, kickbacks or any other kind of improper payments. We keep accurate books and records to honestly describe payments.
- ▶ We only offer or accept gifts and hospitality if it is legal, modest, reasonable and appropriate.
- ▶ We do not enter into any form of agreement or understanding with competitors to fix prices or otherwise restrict free competition.
- ▶ We avoid any activity that creates a conflict of interest, or even the appearance of a conflict, between an employee's personal interests and the interests of LAT Nitrogen.
- ▶ We carefully evaluate our business partners before we engage them and we expect them to conduct themselves in an ethical and compliant manner.
- ▶ We do not engage in any market misconduct either for individual or for the benefit of LAT Nitrogen.

Fig.4: LAT Nitrogen Ethics Policy at glance