

Code of Conduct

Nordwest-Chemie GmbH in Hanover, founded in 1953, is an internationally experienced manufacturer of paints and varnishes for coating of plastics. Our main customers include well-known companies from the international automotive, communications and IT industries. We set ourselves the challenge of constantly improving the quality of our paints and additives and the associated manufacturing processes in order to fulfil the high-quality requirements of our customers in the future.

Nordwest Chemie GmbH considers its social responsibility to be the natural obligation to comply with the applicable laws and the ten principles of the UN Global Compact (<https://www.unglobalcompact.org/what-is-gc/mission/principles>). We also expect this from our suppliers and business partners.

Human Rights

Nordwest Chemie encourages respect for all internationally recognised human rights and freedoms as well as the right to:

- Freedom of expression - our flat hierarchies allow our employees to raise any concerns freely without fear of any sanctions. All reports are treated confidentially.
- Health - by constantly promoting occupational health and safety in the working environment of every employee and every manager, we ensure the highest level of occupational health and safety for our employees.

Labour

We recognise the right of all employees to participate in trade unions and form employee representative bodies.

We strictly reject any form of forced labour, child labour, modern slavery or human trafficking, including in our supply chain.

We treat everyone equally, regardless of gender, age, skin colour, ethnic origin, sexual identity, disability or religious affiliation.

Environment

We set ourselves the goal of constantly improving the quality of our paints and additive products and the related manufacturing processes. To this end, we take our own environmentally relevant measures not only to comply with legal requirements, but also to raise our own awareness in this regard.

We endeavour to reduce waste in all production processes by reworking some paints for further use and recycling the solvents present in paint waste using our own distillery. We use all resources sparingly and economically in compliance with environmental protection laws.

We switch to newer and therefore more energy-saving technologies and we also encourage our customers to save energy with our 'low energy' paints.

Anti-Corruption

The basis of economic activity is to secure a healthy earnings structure with manageable risk. We attach great importance to appropriate risk and reputation management.

We are committed to complying with all local legal requirements. This is ensured by a transparent and flat management structure.

The quality of our products is the key to our success. We do not tolerate any form of corruption, including bribery, excessive gift-giving, extortion, or embezzlement.