



CARBON BLACK KFT.



Code of Conduct and Business Ethics

Our Code of Conduct sets out the principles, patterns and behaviors required to establish the right corporate and social culture and operations, based on the law, our internal policies and the principles of corporate and social responsibility.

Human rights

In our activities, we respect human rights and do not support forced labor. We do not employ children and do not support business partners who violate this principle. We ensure equal treatment for all of our employees, regardless of age, gender, social background, origin, religion, belief, or sexual orientation.

We guarantee our employees the right to the highest available standard of health; the right to decent working conditions, the right to a fair wage and the right to form and join trade unions, the right to bargain collectively.

Corporate Social Responsibility

Carbon Black Ltd. and Carbon Black s.r.o. respects the principles of ISO 26000. We base our conduct on this standard, our own internal documents and the principles set out in them, thereby striving to comply with accepted principles of good conduct individually and as an organization. We respect the rule of law and compliance with a final obligation.

Our company has prepared and published a Code of Ethics, which describes the ethical values of the company and its employees, the importance of environmental protection and social responsibility, and proper communication within and outside the company.

We take into account all applicable labor law requirements. We provide internships for college students, supporting their professional preparation and employment.

We also reallocate our resources to charitable support for public educational institutions, sports associations and non-governmental organizations. We encourage our employees to actively participate in our company's social responsibility activities, for which we also provide the appropriate tools.

Safety and health

We provide a safe and hygienic work environment. We perform workplace air cleanliness and noise measurements in accordance with legal requirements.

We carry out risk analysis and risk assessment from the point of view of occupational safety, fire protection, health protection and safety. We inform employees about the risks to health and safety and the preventive measures, the duty of the employer and the employee. The occupational health and safety officer conducts training in this direction at the central office and sites, and the training is recorded in accordance with the regulations of our Integrated Management System.



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We provide work clothes and protective equipment for our employees. A Carbon Black Kft, Carbon Black s.r.o. has a contractual relationship with an occupational doctor, who reviews the health of our employees once a year and orders the screening required by law. In addition to the general medical examination and lung screening, we ensure that our colleagues working at the Nyírmada site participate in the respiratory function test.

Management communicates compliance with all safety practices and procedures as a requirement for employees. The company bears all costs arising from occupational health and safety measures, respecting the principle that they do not represent an expense for employees.

Good business practice

The development and follow-up of good business practices play an important role in the commercial activities of our company. According to our values, ethics go beyond legal requirements for companies. From the point of view of business ethics, the observance of laws and laws is the minimum, in addition, ensuring the correct business ethics is about internal and voluntary decisions and behavior, to which we pay special attention.

Our company's partners, external stakeholders (customers, suppliers, competitors, authorities) and internal stakeholders (owners, managers, employees) all expect fair conduct. Trust plays an important role in business, which is one of the basic conditions for sustainable successful cooperation. Our business policy is based on our motto: "Carbon Black Kft, your reliable partner." Carbon Black Ltd. and Carbon Black s.r.o. condemns all forms of corruption, bribery, fraud and abuse of influence.

Carbon Black Kft does not develop anti-competitive behavior

- in each case, adjusts its market prices to the current market situation
- does not set low prices to foreclose competitors
- participates in tenders with real content
- does not interact with other organizations by manipulating competitive bidding.

It is a basic requirement for our employees to provide real, up-to-date, relevant, accurate and understandable information about our activities, products and services to our partners, and we expect the same behavior from our partners.

We expect our employees to adhere to ethical behavior in business, with which we want to increase the ethical awareness of our employees, their willingness to follow the rules, the credibility of the company, and the development of a positive impact in market relations.

Environment

By keeping environmental and social responsibility in mind, our company strives to minimize the negative effects on the environment and society, and at the same time to preserve and improve the state of the environment and the values of the environment as much as possible.



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We take environmental considerations into account in our business and work, and we make sure that our business is economical, but that economy does not take precedence over safety, health and the environment.

Our waste management complies with legal requirements. We define measures to reduce the amount of waste generated during our operations. We are looking for opportunities and business partners who can recycle packaging waste and provide solutions to other recycling companies.

During trainings, we make our employees aware that everyone is responsible for the environment.

We expect similar responsible behavior and support from our business partners in achieving our efforts in this direction.

Data protection

Part of our corporate culture is the complete protection of the data of our employees and partners, as well as the security of confidential business information. It is a strict requirement for our employees and partners that Carbon Black Kft, Carbon Black s.r.o. and keep confidential any data or information obtained in the course of their business activities with third parties.

In the interest of data management and information security, we learn to our employees with our data management and data protection policy, the receipt and acknowledgment of which is confirmed by our employees by signing a confidentiality statement.

This Code applies to all of our employees, regardless of their status or position.

We encourage our business partners to promote the principles set forth in this document to their partners.

Company name:

Address:

Signature: Title:

Date: