



CORPORATE RESPONSIBILITY MULTISORB TECHNOLOGIES

Multisorb Technologies and its subsidiaries and affiliates (collectively “Multisorb”) conducts its business in an ethical manner throughout the world. Multisorb continuously strives to create a reputation for integrity, respect, trust and sound business judgment. Multisorb has policies in place to assure ethical conduct by all of its employees. Therefore, Multisorb requires its officers, directors and employees to adhere to high standards of personal integrity and ethics.

Personal honesty and integrity is the cornerstone of Multisorb’s business. Multisorb has policies which assure Multisorb does not have conflicts of interest in its business dealings. Multisorb’s officers, directors and employees are expected to adhere to all company policies and legal requirements in our business activities complying with all laws and regulations related to their work.

Employee Relations

- Multisorb is committed to a policy of equal employment opportunity with respect to all employees and applicants for employment. Multisorb prohibits discrimination in employment opportunity or practices on the basis of race, color, creed, religion, sex (gender), sexual orientation, citizenship, ancestry, national origin, age, disability, predisposing genetic characteristics, domestic violence victim status, marital status, veteran status, pregnancy or any other reason prohibited by applicable law.
- Multisorb is committed to providing a workplace that is professional and free from sexual harassment and other forms of harassment and discrimination. As part of Multisorb’s prohibition on discrimination in the workplace, Multisorb has a zero tolerance policy on harassment of employees and applicants. Further, Multisorb prohibits all forms of unlawful harassment including harassment of employees by employees and harassment of employees by non-employees with whom Multisorb employees come into contact during work, such as employees of contractors, customers, vendors, suppliers, and temporary employment agencies. Similarly, Multisorb employees are prohibited from engaging in unlawful harassment of non-employees with whom they come into contact during work, such as employees of contractors, customers, suppliers, and temporary employment agencies.

- Working Conditions: Multisorb provides its employees with excellent, safe and industry compliant working conditions. All forms of forced or compulsory labor are strictly prohibited. Multisorb complies with all applicable laws and rules on working time and paid leave.
- Multisorb encourages its employees to fully utilize their potential by offering ample training and educational opportunities.
- Child Labor: Multisorb has a zero tolerance policy for unlawful child labor in our business operations worldwide. Multisorb does not tolerate child labor in our supply chain either. Any such violation will result in action by Multisorb against such violations. Our efforts to fight against child labor are consistent with the ILO's (International Labor Organization) core labor standards and the United Nations Global Compact principles.

Business Integrity

- Multisorb expects its employees to conduct business according to the highest ethical standards of conduct. Business dealings that appear to create a conflict between the interests of Multisorb and an employee are unacceptable and will not be tolerated.
- Multisorb recognizes that accepting gifts and entertainment can cause a conflict of interest or the appearance of a conflict between personal interests and professional responsibility. Accordingly, Multisorb prohibits the use of tangible items (such as gifts) and intangible assets (such as entertainment perks) other than for authorized business purposes.
- Multisorb recognizes that some employees are occasionally offered gifts or gratuities in the course of their work. All such gifts or gratuities must be within accepted business and social norms. Likewise, Multisorb employees are not to provide gifts or gratuities that do not meet these same guidelines.
- Multisorb refrains from doing business with companies and individuals who are engaged in unlawful activities including such acts as money laundering, terrorism, drug dealing or other organized criminal activities.
- Multisorb complies with all the laws and regulations in the countries where Multisorb does business.
- Multisorb shall comply in all material respects with U.S.A. and global international trade laws. Multisorb will not participate in trade in violations of any such laws, rules and/or regulations.

Privacy and Intellectual Property

- Multisorb is committed to complying with all privacy laws applicable in the countries in which we do business, including EU Directive on Data Privacy No. 95/46. All employees with access to personal employee or customer information must ensure that the information is collected, processed, stored and transferred with adequate precautions to ensure confidentiality and is accessible only to individuals with legitimate business reasons in accordance with our policy and procedures.
- All Multisorb records and information relating to Multisorb or its customers comply with our policy on confidentiality. Employees, therefore, treat all matters in strict confidence. No Multisorb or Multisorb-related information, including, without limitation, documents, notes, files, records, oral information, computer files or similar materials are removed from Multisorb's premises without the express written permission of management which can be withheld in management's sole discretion. This obligation extends even after an employee's employment with Multisorb ends.
- Multisorb takes great care to manage and protect trade secrets ensuring that proper non-disclosure and confidentiality agreements are in place prior to discussions involving confidential information with outside agencies.
- Multisorb does not infringe upon intellectual property rights owned by any third party.

Environmental, Health & Safety Policies

- Multisorb is committed to developing, manufacturing and producing products in a responsible manner that protects the health and well-being of its employees, customers and the public, while at the same time protecting the environment.
- Multisorb promotes sustainable development and fosters the efficient use of energy and natural resources while reducing waste and encouraging recycling waste streams.
- A safe work environment is the shared responsibility of both Multisorb and its employees. Multisorb's responsibilities include doing everything within its reasonable control to maintain a safe environment, while complying with all relevant federal, state and local safety regulations.