



FORGE CHEMICALS CODE OF ETHICS

Forge Chemicals (PTY) Ltd – Code of Ethics

At Forge Chemicals , we are committed to conducting our business with integrity, transparency, and accountability. Our Code of Ethics sets out the principles and standards that guide the behavior of our employees, management, partners, and suppliers. It reflects our dedication to ethical business practices, legal compliance, and responsible corporate citizenship in all regions where we operate.

1. Integrity and Honesty

We conduct business in a fair and honest manner, without engaging in bribery, corruption, fraud, or deception. We expect all employees and partners to:

- Always act truthfully and in good faith.
- Avoid conflicts of interest and disclose any potential ethical concerns.
- Represent Forge Chemicals with professionalism and responsibility.

2. Compliance with Laws and Regulations

Forge Chemicals complies with all applicable local and international laws, industry regulations, and trade controls, including:

- Environmental and chemical safety laws
- Anti-corruption and anti-bribery legislation
- Labor laws, including those related to human rights and modern slavery
- Export control and customs compliance

3. Fair Labor and Human Rights

We uphold the fundamental rights of all workers. This includes:

- A safe and healthy workplace free of harassment or discrimination
- Fair compensation, working hours, and the freedom of association
- Zero tolerance for child labor, forced labor, or any form of modern slavery

4. Environmental Responsibility

We are committed to protecting the environment through:

- Sustainable sourcing and responsible chemical management
- Minimizing waste, emissions, and environmental impact
- Compliance with all environmental laws and internal sustainability policies

5. Confidentiality and Data Protection

All confidential business information, customer data, and trade secrets must be safeguarded. Employees must:

- Protect sensitive information from unauthorized disclosure
- Comply with our data privacy and cybersecurity policies
- Use information systems ethically and securely

6. Responsible Sourcing and Supply Chain Ethics

Forge Chemicals expects suppliers and partners to:

- Comply with our Supplier Code of Conduct
- Uphold high standards of ethics, labor rights, and environmental practices
- Provide transparency and cooperation in audits and assessments

7. Speaking Up and Reporting Misconduct

We encourage employees and partners to report any violations of this Code without fear of retaliation. We provide:

- Anonymous reporting channels
- Protection for whistleblowers
- Clear procedures for investigation and resolution

8. Continuous Improvement

Ethical conduct is not a one-time effort but an ongoing commitment. We regularly review and update our policies, provide employee training, and hold ourselves accountable to the highest standards.

By adhering to this Code of Ethics, we strengthen our culture of trust, respect, and responsibility, and ensure that Forge Chemicals remains a reliable and principled partner in the global chemical industry.