

Code of conduct

Ethical, environmentally and social principle for Microporous

Introduction

Acting responsibly and lawfully are the basics for the success of our company, especially as a supplier of battery separators for our globally operating battery manufacturers.

We are committed to compliance with laws and international conventions, to sustainability and responsibility in adhering to social and ethical standards, and to environmentally aware behavior. And we expect the same behavior from our suppliers.

Ethical Responsibility

Human Rights

We are committed to respect all human rights in all our business dealings and relationships, wherever we operate and don't tolerate any kind of discrimination. We respect all political, social, cultural and ethical rights of every individual. *Every opinion is valued and we support a culture of collaboration problem solving.*

Discrimination

We are committed to being an equal opportunity employer and oppose all forms of unlawful discrimination. This includes, but isn't limited to harassment or victimization on grounds of age (40 or older) race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, disability or genetic information.

Anti-Corruption and Anti-Bribery

We will conduct our business and operations in an honest and ethical manner. We take a zero-tolerance approach to all forms of bribery and corruption in our business and in our supply chain.

Anti-Competitive Behavior

We will conduct all our business dealings in line with all applicable competition laws and regulations. In particular, we will avoid entering into anti-competitive agreements with competitors or exchange competitively sensitive information with customers and suppliers and we expect that our suppliers will also observe these standards.

Environmental Responsibilities

Microporous attaches great importance and attention to established ENVIRONMENTAL MANAGEMENT and accordingly is committed to:

- Continuously improving environmental performance with regard to the products, processes and technologies produced
- Preventing unintentional pollution and technological risks

- The commitment and active participation of all employees at all levels to minimize potential environmental impacts and risks
- Working on relevant environmental improvement potential
- Protecting the environment by preventing and minimizing the environmental impact of our products, production technology, logistics processes,
- Minimizing environmental pollution with regard to waste and emissions
- Continuously monitoring and evaluating the impact on the environment by means of indicators and the use of preventive methods
- Complying with the relevant environmental laws, regulations and other requirements for environmental protection at national and local level
- Communicating the relevant information to our interested parties
- Observing environmental aspects and reducing the potential impact on the environment in cooperation with the authorities, the neighborhood and public
- Reduction of Energy consumption with corrective actions and improvement projects

Labor Rights, Health and Safety in the Workplace

Motivated and satisfied employees are important to us, which is why we encourage independent work and participation in the company. Compliance with all labor laws is a matter of course. A positive working atmosphere promotes the productivity and health of our employees.

HEALTH AND SAFETY is one of the top priorities for Microporous and accordingly we are committed to

- Ensuring that the protection and safety of our employees has the highest priority and that our goal is no (zero) accidents at work
- Continuously improving health and safety performance
- Providing a healthy, safe and attractive work environment for our employees
- Carrying out anticipatory, preventive and corrective measures to ensure the occupational health and safety of our employees
- Complying with the relevant laws and regulations on health and safety in the workplace at local and national level

Supply Chain

Our existing suppliers and sub-suppliers are expected to take steps to observe and implement the content of this code of conduct in their organizations.

Implemented Management Systems at the suppliers are the basis for the introduction of these principles.

Sustainability in the Implementation of the Requirements

The sustainability of this Code of Conduct will be permanently ensured by the Managements systems of Microporous, to this end

- Requirements must be integrated into the management systems
- Internal and external audits must be performed
- Trainings are to be planned and implemented
- Continuous improvements must be carried out
- Required documentation must be made
- The Requirements of this document must be consistently passed on to the supply chain
- Misconduct must be dealt with accordingly

We require all employees to act in accordance with these principles and to comply with these guidelines.

Piney Flats, Tennessee
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John Reeves

Chief Executive Officer, Microporous