

Ethics Policy

- ❖ We will act in good faith to fulfil all of our responsibilities.
- ❖ We will work in a fair and transparent manner in accordance with the applicable laws.
- ❖ We will accept and recognize the diversity of opinions and personalities of all of our colleagues, suppliers, customers and business partners.
- ❖ We will treat colleagues with respect and adhere to all applicable employment laws.
- ❖ We will comply with all health and safety policies and strive to create a healthy and safe environment for our workforce.
- ❖ We will use the Company’s resources efficiently and appropriately for legitimate business purposes, and we will protect all Company trade secrets and other confidential or proprietary information.
- ❖ We will not engage in any activities that may lead to or be perceived to be in conflict with the interests of Hanwha Azdel.
- ❖ We will support and encourage fair and transparent interactions with all business activities.
- ❖ We support and encourage the development of the local community by supporting educational opportunities and non-profit organizations.
- ❖ We will operate in a sustainable manner to protect and preserve the environment.
- ❖ We will not accept money or gifts from vendors, customers or business partners that may be construed or perceived to gain business or personal favor.
- ❖ We will not engage in any political activities on site or while working.
- ❖ The company shall realize sound growth and profit through transparent and responsible management, and in doing so, do its best to protect shareholder rights and increase the value of their investment.

Any questions or concerns regarding the Hanwha Azdel Ethics Policy or to report any activities or concerns that may contradict this policy should be reported to:

Gary Verser	George Bondurant	Jennifer Butler
Director of Human Resources	CEO	CFO
(434) 386-4011	(434) 386-4082	(434) 386-4059
GVERSER@AZDEL.COM	GBONDURANT@AZDEL.COM	JBUTLER@AZDEL.COM