



Colortech, Inc. is a leading polymer concentrates supplier that values trust-driven relationships with our suppliers and customers. We are committed to conducting business in an ethical and honest manner, and in a way that promotes corporate social and environmental responsibility. This Code of Conduct establishes business practices that are expected from Colortech, Inc. and its employees. We expect our suppliers to conduct their business in a similar manner.

Colortech's Core Values (The 5 C's)

TRUST

Our integrity is more critical than short-term profit. We are committed to being open and honest with our customers, associates, strategic partners and the public at large, by making realistic promises and living up to them.

HEALTH, SAFETY, AND ENVIRONMENT

We are committed to maintaining a safe and healthy work environment for all of our associates as well the stewardship of the environment through our processes and products for this and future generations.

EMPLOYEES

Our associates provide us with a valuable competitive advantage. To build on this edge, we strive to hire and retain qualified associates and to maximize their opportunities for success through training and development. We are committed to maintaining a safe work environment enriched by diversity and characterized by open communication, trust, and fair treatment.

COLLABORATION

We are committed to developing and maintaining collaborative relationships with our customers and strategic partners (suppliers), as well as being a proactive partner.

COMMUNITIES

We are committed to investing in the communities where we have the privilege to operate to help make a difference and improve the overall quality of life. The three core areas that support our business strategy are: Education, Community Services and the Arts.

CONFIDENTIALITY

We take pride in our company and in our competitive position. Proprietary information, (ours or others) such as trade secrets, technical, financial, business and other information, is a valuable asset to be protected with our loyalty, integrity and vigilance.

CONTINUOUS IMPROVEMENT

Our goal is to continuously improve our ability to satisfy evolving expectations of our customers, associates, strategic partners and communities. We commit to be innovative and responsive, while offering high quality products and services at competitive prices.

CREATIVITY

We are committed to proactively developing solutions that create value for our partners.

Ethics

Anti-Bribery and Anti-Corruption

Colortech, Inc. is committed to operating in an ethical manner and in compliance with applicable anti-bribery and anti-corruption laws and regulations in all jurisdictions in which we operate. It is the policy of Colortech, Inc. to prohibit the direct or indirect giving or receiving of improper payments or other benefits for purposes of obtaining any advantage. Colortech has a zero-tolerance approach towards bribery and corruption in any form, whether done directly by employees or indirectly through our Supply Chain.

Anti-Trust and Anti-Competition

Colortech, Inc. complies to competition legislation and regulations where applicable and supports fair trade and ethical sourcing practices. Colortech, Inc. adheres to all anti-trust laws to ensure a free and open marketplace, and will not propose, or enter into, any agreement with a competitor to fix or stabilize pricing, allocate customers, territories, products or markets, interfere with bids or collude on bid quotes, or boycott a competitor or customer.

Confidentiality

Colortech, Inc. is committed to respecting the intellectual property rights of others. We will not acquire nor seek to acquire by improper means a competitor's trade secrets or other proprietary or confidential information. We will not engage in unauthorized use, copying, distribution, or alteration of intellectual property. Transfer of intellectual property is to be conducted in a manner that protects intellectual property rights and in accordance with information protection requirements under applicable agreements. Proprietary information, (ours and others) such as trade secrets, technical, financial, business, and other information is a valuable asset to be protected with our loyalty, integrity, and vigilance.

Conflict Minerals

Colortech, Inc. complies with all applicable local, national, and international laws regarding content for supplied materials. Suppliers are expected to adopt policies and management systems with respect to conflict minerals that may be restricted by, or require disclosure to governmental bodies, or customers. Colortech, Inc. is committed to not formulating or manufacturing materials using conflict minerals as defined in Section 1502 of the Dodd-Frank Act.

Human Rights and Labor

Human Rights

Colortech, Inc. operates in compliance with laws regarding the health, safety, and well-being of our team members in the jurisdictions in which we operate. We are committed to a workforce free of harassment and unlawful discrimination.

Colortech, Inc. is committed to ensuring the supply chain of goods to our customers does not incorporate any child labor, inhumane or discriminatory treatment of employees, or forced compulsory labor and supports the California Transparency in Supply Chain Act of 2010 (SB 657).

Labor Practices

Colortech, Inc. is committed to the principles of equal employment. We are committed to complying with all federal, state, provincial, and local laws providing Equal Employment Opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment which is free of harassment or discrimination because of sex, race, religion, color, national origin, physical or mental disability, genetic information, marital status, pregnancy, age, sexual orientation, gender identity, military service, veteran status, or any other status protected by federal, state, or local laws. Colortech, Inc. is dedicated to the fulfillment of this policy regarding all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination and all other terms conditions and privileges of employment.

Colortech, Inc. will conduct a prompt and thorough investigation of all allegations of discrimination or any violation of the Colortech, Inc.'s Equal Employment Opportunity Policy in a confidential manner. Colortech, inc. will take appropriate corrective action, if and where warranted. Colortech, Inc. prohibits retaliation against any employee who provides information about, complains, or assists in the investigation of any complaint of discrimination or violation of Colortech, Inc.'s Equal Employment Opportunity Policy.

Colortech, Inc. has a strict policy against all types of workplace harassment, including sexual harassment and other forms of workplace harassment based upon an individual's sex, race, religion, color, national origin, physical or mental disability, marital status, pregnancy, age, sexual orientation, sexual identity or any other status protected by federal, state, or local laws. All forms of harassment of, or by, employees, vendors, visitors, customers, and clients are strictly prohibited and will not be tolerated.

Health, Safety, and Environment

Health and Safety

Colortech, Inc. is committed to providing employees with a safe and healthy workplace in compliance with all applicable laws and regulations. This includes minimizing physical and chemical hazards through proper design, engineering and administrative controls, preventative maintenance, safe work procedures and ongoing safety trainings.

Employees are encouraged to notify management of unsafe working conditions or areas for safety improvement. In the event of an incident, an investigation is immediately launched to determine the root cause and eliminate the hazard from recurrence.

Emergency plans and response procedures are in place for handling emergencies such as fires, spills, and natural disasters and include (i) emergency preparedness, reporting and notification; (ii) evacuation procedures; (iii) training and drills; (iv) appropriate hazard detection and suppression equipment; and (v) adequate exit facilities from job sites.

Colortech, Inc. encourages a similar mindset in maintaining a healthy lifestyle and using the same safety principles to prevent injuries off-the-job.

Environment and Sustainability

Colortech, Inc. is dedicated to the stewardship of the environment through our processes and products for this and future generations. Accordingly, Colortech complies with applicable safety, health, and environmental laws and regulations in the communities in which we operate.

Colortech, Inc. understands the importance of environmental responsibility and its role in implementing better work practices for our associates and our operations. With every new piece of equipment purchased for our facilities, we ensure that the energy recovery and safety standards are properly integrated.

Colortech, Inc. associates keep the product lifecycle in mind through every step of our formulation and production process, keeping energy recovery at the forefront of product development. Our operations team actively monitors inventory and makes landfill diversion a priority within our facilities. We collaborate with our partners to strive for a goal of zero net-waste through the product life cycle. Colortech, Inc. recognizes the opportunity to truly make a difference as the plastic industry works towards a circular economy.