

ETHICAL TRADING POLICY

Statement

Nexchem Limited has the responsibility of ensuring that the highest legal and ethical standards are met. We consider that the most important aspects of ethical trading are Child Labour and the general working conditions of employees. Nexchem Limited are committed to a high level of ethical standards and this policy has been developed to express the expectations that we have for our suppliers worldwide.

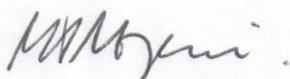
Nexchem Limited Operating Practices

- In accordance with the International Labour Organisation (ILO) Convention 138 and national laws, Nexchem Limited will restrict employment to local minimum employment age, or the mandatory schooling age, whichever is higher. The use of forced labour and generally poor working conditions are not condoned by Nexchem Limited. All temporary workers and third-party contractors, who perform work on our premises, shall meet these requirements.

Nexchem Limited Suppliers

- Nexchem Limited will not accept nor tolerate products or services from any of its suppliers that employ or utilize Child or forced Labour. Our Suppliers will not demand that work is performed involuntarily, under threat of penalty and will comply with either national minimum employment age, or by ILO Convention 138, whichever is the higher. Furthermore, we expect our suppliers to develop their own ethical principles and encourage their suppliers to do the same.

Signed:



Date: 02/09/2020

Mark Major
Managing Director