



21707 Nordhoff Street • Chatsworth, CA 91311
Tel: (818) 886-8067 • Fax: (818) 349-5649
www.ddchemco.com • email: info@ddchemco.com

Corporate Social Responsibility

Operating in a responsible and sustainable manner is important to DD Chemco, Inc. We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

At DD Chemco, Inc., we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

DD Chemco, Inc. will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with DD Chemco, Inc. customers' best interests. DD Chemco, Inc. is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our customers.

All DD Chemco, Inc. employees will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. DD Chemco, Inc. leaders will act as role models by incorporating those considerations into decision-making in all business activities. DD Chemco, Inc. leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

This policy is reviewed and published annually. Next Review on March 1, 2022.

03/01/2021



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This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

DD Chemco, Inc. complies with current laws and regulations in all countries where we conduct activities.

DD Chemco, Inc. has an active internal system to combat corruption and prevent conflicts of interest.

Employee Relations

DD Chemco, Inc. ensures that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

DD Chemco, Inc. applies fair labor practices, while respecting the national and local laws of the countries and communities where we operate.

DD Chemco, Inc. is committed to providing equal opportunity in all aspects of employment and does not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

At DD Chemco we require an annual training on harassment that is completed by each employee. Our 3rd party Human Resources company, Paychex, provides an annual online training course titled:

- *CA Sexual Harassment & Abusive Conduct Prevention Training- EMPLOYEES*

DD Chemco, Inc. ensures equal treatment for their employees and prohibits any form of violence or discrimination within the employment and recruitment practices.

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Human Rights

DD Chemco, Inc. does not tolerate any forms of forced or compulsory labor.

DD Chemco, Inc. does not tolerate any form of child labor.

DD Chemco, Inc. pays all workers at least the local or national legal minimum wage and provides them with the benefits required by law.

DD Chemco, Inc. complies with the standard working hours and overtime permitted by local laws.

Environment Health & Safety

DD Chemco, Inc. provides employees with a safe, healthy work environment that complies with all applicable laws and regulations.

DD Chemco, Inc. maintains a safe, healthy work environment in which the dignity of individuals is respected.

DD Chemco, Inc. ensures that our activities comply with existing environmental standards.

DD Chemco, Inc. implements initiatives aimed at promoting greater responsibility in terms of the environment.

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