



CODE OF CONDUCT

SQM-Pavoni



At SQM-Pavoni, we believe in fair competition. We are committed not to engage in any acts of bribery or corruption anywhere in the world. We expect the same uncompromising behavior from our directors, officers, employees as well as our distributors, agents and partners all over the world. Any action in contravention of the present policy will be dealt with swiftly and severely to the fullest extent of the law.

F.Biot

Chairman



We are committed to carry out our businesses and to build fruitful and long-term relationships with our Business Partners within all the applicable laws.

For this reason, we believe that you esteemed company can share with us the respect of the law and we ask you to share with us also our Code of Conduct that will allow us to continue, we wish for a long time still, our business relation.

Human Rights

We support and respect the protection and promotion of human rights, as recognized in the UN Universal Declaration of Human Rights.

Safe and healthy work environment

We support and promote a safe and healthy workplace for the employees, in compliance with international and national standards, providing the means to accomplish such goal.

We uphold the freedom of association and the effective recognition of the right to collective bargaining and the ability of employees to freely associate as the local laws allows them to and to bargain collectively in accordance with any local applicable laws.

We do not accept the use of child labor or forced labor, in any way or manner. SQM-Pavoni will not engage with any potential Business Partners that does not commit with the abolition of child labor and all forms of forced or compulsory labor, including any form of modern slavery.

Discrimination

We reject all forms of discrimination. Employees must be treated with respect and dignity, and any difference made must be based solely on merit, without consideration of aspects such as race, color, religion, gender, age, nationality, sexual orientation, disability.

Environment

We respect the environment and we expect our Business Partners to share with us caring for the environment by preventing and minimizing possible environmental impacts in a timely manner ensuring that natural resources and production inputs are used responsibly and efficiently.

Corruption

We work against corruption in all its forms. SQM-Pavoni will not accept to work with Business Partners involved in money laundering, terrorism financing, bribery, receiving or other crimes. We expect that our Business Partners will not offer, give or receive bribes or improper payments in connections with their work for SQM to or from anyone at any time for any reason, and no one should ever ask anyone else to engage in bribery or make an improper payment on SQM's behalf.



Books and records

We expect our Business Partners to keep and maintain accurate financial books and business records, in accordance with all applicable laws and accepted accounting practices. Any SQM-Pavoni related transaction shall be duly and in reasonable detail registered on Business Partners' books and records.

Use of SQM-Pavoni Assets

The company's assets can never be used for personal gain by third parties, nor can they be used for an inappropriate or illegal purpose.

Antitrust

We respect antitrust laws and we expect that our Business Partners are committed to respect applicable antitrust laws and not enter any sort of activity that has the object or effect of preventing or restricting competition, or that tends to produce such effects.

Conflicts of interest

We expect that all our Business Partners' representatives timely identify and declare conflicts of interest and declare any actual or apparent conflict of interest.

Reporting and Information

Where local applicable laws permit so, we expect our Business Partners to report or denounce any situation that violates this Code of Conduct or any local applicable law.

Reports can be made to the Compliance Officer to the email address: denunce@pavonispa.it

Our Compliance Officer will be available also for any doubts or any further information or clarifications you might need.

References

This Code of Conduct is available at Company section at our website www.pavonispa.it.