



Code of conduct
CARL ROTH

Binding rules
establish trust and
continuity that
everyone can
rely on.

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This concerns us all!

Being a service provider entails assuming responsibility.

For the quality of our services and product, but also towards the company.

At CARL ROTH, this means: promoting a sincere partnership between employees¹⁾ and our suppliers and customers.

We know from experience that a responsible approach has a direct influence on daily work – and thereby forms the basis for business success. This is why we have defined the principles of our regulations and standards in this codex. It applies for all employees of CARL ROTH GmbH + Co. KG as well as for our customers and suppliers, and aims to demonstrate that this is what you can rely on.

We wish everyone continued success and a good partnership that puts life into the rules and regulations presented here.

A handwritten signature in black ink that reads 'L. Haidmann'.

Lothar Haidmann

MANAGING DIRECTOR

1) The term "employee" applies equally to both sexes, as likewise do the terms "customer" and "supplier".



"It is important to me to assume responsibility – for myself, my work and the environment."

Dr. Christina Belenki

Quality

Our services and products should always meet up to (or even exceed) the expectations of our customers and suppliers. The strong focus on quality and customer benefit is a cornerstone of our success. The pursuit of better quality applies not only to our goods and services, but also to everything we do. The basis of our quality management is the QM system described in our Quality Management Manual.



ISO 9001 is the most widespread and most significant national and international QM standard.

Environmental protection

Our efforts towards sustainability are an integral part of our business model. Our aim is to prevent environmental hazards and handle resources sparingly. Together with our employees and suppliers, we are constantly looking to make further improvements. And we have been certified according to the International Environmental Management Standard ISO 14001 since 2016.



CARL ROTH was designated an environmentally-friendly company as part of the ECOfit Karlsruhe project.

1879

CARL ROTH is established as a "material goods, colonial goods and dyes merchant and chemists" in Karlsruhe.

1891

CARL ROTH is appointed as an "official purveyor to the Grand Duke of Baden".



RESPONSIBLE CARE®

The worldwide initiative stands for the intention of the chemical industry to continuously improve corporate commitment to environmental protection, product responsibility, marketing, work safety, transport safety and dialogue.

Health and safety

Carl Roth GmbH + Co. KG acts responsibly in the terms of Responsible Care®. We work to ensure that our products are manufactured, wherever possible, in compliance with recognised safety standards. Training courses relevant to safety are conducted on a regular basis in order to promote hazard awareness.



1899

CARL ROTH publishes its first sales and mail-order catalogue.



Human rights

In accordance with the recommendations of the United Nations General Assembly, we are committed to observing the Universal Declaration of Human Rights.

Child labour

We do not approve of any form of child labour. Should our employees have any suspicion, be it direct or indirect, they must notify a superior immediately.

Since 10.12.1948, the Universal Declaration of Human Rights of the United Nations has been a world-wide signpost and reference point.

 1907

CARL ROTH operates the first delivery van in Karlsruhe.

 1928

The laboratory chemicals department opens.



"Successful
cooperation requires
mutual esteem."

Nathalie Nyake
Dr. Volker Nagel



Fairness, tolerance and equal opportunities

As a company, we expect our employees to treat each other and be treated in a cordial, professional and fair manner. We respect and protect the personal dignity of each and every individual, irrespective of nationality, culture, religion, age, sexual orientation or sex. Our managers have the obligation to create an atmosphere of understanding and tolerance in which everyone can deal openly with one another.

Equal opportunities is anchored in the German Constitution and in the general Equal Treatment Act.

1945

The highly efficient manufacturing and bottling department enters service.

1958

ROTH presents its proprietary high-pressure laboratory autoclaves at the ACHEMA Fair.

A conflict of interests is a risk situation, in which the power of judgement with respect to primary interests is jeopardized by secondary interests.

according to
Dennis F. Thompson

Conflicts of interest

We set great store by the fact that our employees do not become involved in conflicts of interest or loyalty. It is, therefore, very important to make sure that they are not influenced by bribery or other forms of corruption in the course of their everyday work.

Gratuities such as payments, favours or gifts from third parties may only be accepted where consistent with customary business practices. Employees must not withhold such gratuities personally. They must be passed on to the Human Resources Department. If an employee is in doubt as to whether a gratuity is consistent with customary business practices, he or she must consult a superior before accepting.



1971

Patent on its
Mercurisorb Roth®
high-speed mercury
absorber.



Handling data and information

We take every precaution to ensure that the personal details of our employees are treated confidentially.

Our Data Security Officer monitors for compliance and must be notified immediately in cases of suspected misuse.

During our daily work, our employees often receive confidential and proprietary information from our customers and suppliers. For this reason, a declaration of secrecy should be signed mutually for the exchange of corporate data.

Employees who are involved in processing personal data must observe data secrecy in accordance with § 5 of the Federal Data Protection Act.

1989

The "Association of Independent Businesses" presents its award to ROTH in recognition of its environmentally friendly business practices.

1990

CARL ROTH publishes its first general product catalogue for its Labware, Life Science and Chemicals product lines.



"Stress or not –
we must simply take
time to be polite!"

Sandra Muller



Customers

Employees must always maintain a professional and respectful manner when dealing with our customers. They have an obligation to promote the best interests of the company at all times. Each employee represents the company in his or her capacity and therefore must communicate in the appropriate manner at all times. This applies to all lines of communication, particularly via e-mail.

With 35 %, email is the second most frequent channel used for corporate communication in Europe; the telephone is number 1 with 41.7 %.

Source: Statista

1993

Construction of a modern high-bay warehouse.

1995

First certification of the quality management system to DIN EN ISO 9001 .

In the "UN Global Compact", companies and the UNO agreed on 10 principles for more social and ecological implementation of globalization worldwide.

Suppliers

We attach great importance to long-term and trust-based business relations with our supplier. This also means that our suppliers attach just as much importance to meeting social and labour standards as we do.

To ensure adherence to this principle, our suppliers are required to observe our "Code of Conduct for Suppliers".





Competition

We are firmly committed to free and fair competition and to abiding by the applicable statutory provisions. We do not participate in price fixing or price dumping, and we do not disseminate false information about our competitors or their products.

We disassociate ourselves from any type of industrial espionage and do not otherwise attempt to gain a competitive edge by fraudulent means.

Competition is a fundamental principle of the social market economy and describes a relationship between suppliers and consumers.

2005

The chemicals department moves into modern premises on the Karlsruhe-Rheinhafen industrial estate.

2013

Expansion of Chemistry and Life Science building to approximately 8000 m² with automatic small parts warehouse. CARL ROTH now stocks over 21,000 products in its warehouse.



"Legislation, regulations and standards are the basis for long-term business success."

Lothar Haidmann
Managing Director

Social commitment

As a traditional Karlsruhe-based company, we have close ties with the region and are involved in local projects.

The Carl Roth Development Award is given annually at national level. The award is aimed at young chemical scientists.

It is given in recognition of resource-conserving synthetic routes or innovative uses of chemicals.

The social responsibility of companies for sustainable economies is summarized under "Corporate Social Responsibility".

Source:
Federal Ministry of Labour and Social Affairs

2014

Successful participation in the ECOfit programme sponsored by the federal state of Baden-Württemberg.

2014

Participation in the Responsible Care® program.

Laws & standards

A DIN standard is a voluntary standard produced by the German Institute for Standardization. International standards are provided in the ISO or EN standards.

Due to the diversity of our products and customers, we are responsible for compliance with miscellaneous laws and standards. Our employees have a duty to know and observe the laws and regulations applicable to their line of work.

This knowledge is imparted through training courses. Should any questions arise, employees must notify a superior or the management.



Company property

We must use the company's property properly and carefully, and protect it against loss, theft or misuse. All kinds of corporate records must be archived carefully and must be protected against unauthorized access. All employees must observe company guidelines with regard to the processing of company details using data processing devices.

Obligation to compliance

All employees must conduct their daily work in accordance with principles set out in this document. Breaches of this Code of Conduct will result in disciplinary action.

Observance of legislation, guidelines and voluntary codes in companies are referred to as "Compliance".

2015

Relaunch of the new ROTH Online Shop.

2016

Certification for the corporate environment management system according to ISO 14001 for a sustainable environmental protection.



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