



Anti-Corruption Policy

Meridian Chemicals, LLC – Version 3 (06/01/2023)

Anti-Corruption Policy

Meridian Chemicals is committed to conducting business with integrity and in compliance with all applicable laws and regulations. We have a zero-tolerance policy towards corruption and bribery in any form. We expect all our employees, contractors, and suppliers to adhere to the highest ethical standards and comply with our anti-corruption policy.

Our anti-corruption policy includes the following measures:

1. **Prohibition of bribery:** We prohibit the offering, giving, soliciting, or accepting of any bribe or corrupt payment in any form.
2. **Gifts and hospitality:** We allow gifts and hospitality only if they are nominal in value, infrequent, and do not create an appearance of impropriety.
3. **Conflicts of interest:** We require our employees to disclose any conflicts of interest that may arise in the course of their work.
4. **Due diligence:** We conduct due diligence on our suppliers and business partners to ensure they comply with our anti-corruption policy.
5. **Reporting:** We encourage our employees to report any suspected violations of our anti-corruption policy without fear of retaliation.

We are committed to implementing this policy across all levels of our organization and will regularly review and update it, as necessary.

Acknowledgements

A handwritten signature in blue ink, appearing to read "Robert Helwick".

Robert Helwick, CEO

Read and approved on 06/01/2023.