



SUPPLIER CODE OF CONDUCT

OVERVIEW

Cabot Corporation is committed to conducting its business with integrity and in accordance with the highest ethical standards. In support of this commitment, Cabot has implemented Global Ethics and Compliance Standards (Standards) and expects its suppliers to conform to the Standards. Key principles which are contained in the Standards include the following.

- ◆ **Gifts and Gratuities**

Cabot employees may never request, solicit or receive personal gifts, favors, entertainment or services from any current or future suppliers to provide individual preferential treatment in pricing, terms or loans, to secure a specific business opportunity or to obtain beneficial treatment. No cash or cash equivalents may ever be given or accepted as gifts.

- ◆ **Improper Payments**

Bribes, kickbacks, payoffs and all illegal payments by any current or future suppliers are inappropriate and are also prohibited in every country in which Cabot does business. Improper payments to Cabot or its associates are strictly prohibited.

- ◆ **Labor Practices and Discrimination**

Suppliers are required to be in compliance with any local or national labor laws regarding compensation and working hours. Cabot values diversity and respects equal opportunity in employment. Cabot will not tolerate any supplier who engages in unlawful employment discrimination, child labor or forced labor practices.

- ◆ **Environmental Responsibility**

Cabot is committed to managing our operations in full compliance with applicable laws and government authorizations. We operate our plants with unwavering care for the communities in which we operate and seek to minimize the environmental impact of our operations. Cabot expects its suppliers to share these same values.

- ◆ **Safety**

Cabot works very hard to ensure the safety of our operations for all personnel including contractors and visitors. We firmly believe that all injuries are preventable and dedicate significant time and energy to ensuring no one gets hurt. Cabot expects its suppliers to implement robust safety management programs and commit to the concept of continuous improvement as it relates to safety performance.

Cabot reserves the right to terminate its business relationship with any party that violates the above stated principles. The Standards are available on Cabot's website at cabotcorp.com under the heading "About Cabot –Code of Business Ethics."