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SPECIALTY CHEMICALS

King Industries Integrated Systems Policy Statement

King Industries, Inc. designs, manufactures and markets quality products that are effective in meeting the needs and expectations of our customers, that are protective of the environment, and that protect the safety and health of our employees, contractors and all internal and external interested parties. King Industries is engaged in Corporate Social Responsibility (CSR) Initiatives in order to provide assurance to all interested parties that our supply chain is being managed in an ethically acceptable manner. King Industries business management systems are guided by the principles of continual improvement, risk analysis and management, and a process approach. These management systems are intended to identify, eliminate, reduce and contain risks to the operations of the business and to ensure that objectives are set to achieve these goals.

King's integrated business management systems policy is a framework for customer satisfaction and King Industries overall objectives; our commitment is a primary leadership responsibility which is collectively shared by all employees.

Our Operational Principles are to:

- Fully comply with or exceed applicable laws, regulations, and requirements and with good practices or programs voluntarily adopted, including initiatives grounded in sustainability principles for the protection of human rights, labor, and the environment.
- Continually improve our programs and performance by conducting periodic management reviews, setting and reviewing objectives and targets, mitigating risks, providing training, auditing and reinforcing good practices.
- Communicate our policies to all employees, customers, the public and all persons working for or on behalf of the organization.
- Provide the necessary training to ensure the appropriate level of knowledge and skills to fulfill responsibilities.
- Ensure the policy is available to the public.

We recognize the importance of our employees in providing higher quality and environmentally responsible products. Each employee is responsible for his/her own work and for contributing to the success of the company. If at any time a King employee or contractor encounters an abnormal situation, they are empowered to remove themselves from the situation, notify a supervisor and ask for help. Every employee is encouraged to point out inefficiencies and to participate in improvements throughout the organization.

Our employees receive proper training to improve their operational skills and perform their tasks safely and with minimal impact on the environment. King employees are committed to knowing our products and to understanding customer requirements. It is Kings' intention to provide the best service and product possible in a professional and courteous manner.

We expect our suppliers to make a strong commitment to quality, safety and environmental stewardship and to strive for continuous improvement.

This Integrated Systems Policy will be reviewed annually as part of the Management Review process. It is also communicated to our employees, customers, suppliers and to other stakeholders and interested parties.

A handwritten signature in black ink, appearing to read 'Richard S. King', is written over a horizontal line.

Richard S. King