

SACHEM Corporate Mission Statement

“SACHEM is in the business of satisfying the needs of our associates - our customers, communities, personnel, governments, shareholders, and suppliers.

SACHEM is a chemical science company that is innovative, dependable, and easy to deal with. We will operate in a caring, open, and ethical manner. Through the efforts of our personnel, SACHEM will focus on continually improving all aspects of our operation with emphasis on health, safety, security, environmental protection, ethical performance, corporate social responsibility, quality, and financial strength.

As a result, we will contribute to the success of our associates in each of their individual endeavors.”

THE SACHEM WAY

SACHEM refers to its Mission in all it does and plans to do. We will all face “moments of truth” where our Mission is perhaps challenged and we must not accept or tolerate trade-offs in our delivery of the Mission. Each moment that we step up and support the Mission strengthens us and each moment we do not weakens us.

In support of the values stated in our Mission, SACHEM operates in a manner that is firm in some core areas and flexible in areas that invite individual and joint creativity. We call this the SACHEM Way.

SACHEM has a workplace that supports our associates’ needs in an environment that is respectful and professional in delivery, while also cordial and fun in environment. SACHEM uses fact-based judgment to prioritize what needs to be done to protect, enhance, and expand the business. These needs are delivered with a relentless, urgent discipline of execution. We have a flexible organization - both departmental and team-based organizational models are normal at SACHEM. We invite ideas and encourage continuous improvement and innovation.

We support the success of all our associates that we serve - our customers, personnel, communities, governments, suppliers, and shareholders. Simply stated, this can be done when we understand that:

- HSSEE: Health, safety, security, health, environment, quality, sustainability, and ethical performance are a precondition to anything we do.
- Customer Focus: Customers are the primary source of our success, so it is important that we give unrelenting attention to their satisfaction.
- Providing Support: Supporting another associate’s success ultimately builds our individual and joint success.
- Accountability: We strive for personal accountability in our roles by constantly clarifying our priorities and understanding the results expected of us. We must exercise the authority granted us responsibly and assume ownership for our decisions, always striving for achievement beyond just what is expected.
- Collaborative Culture: Our personnel and other associates possess invaluable knowledge which should be able to be shared easily.
- Financial Performance: SACHEM’s financial strength is the foundation of our individual and joint success, so each of us must act as financial stewards for the company.

We operate under the clear understanding that for every “right” an associate has, there is a corresponding “responsibility”. For example, our customers have the right to expect stellar service and quality product, and they have the responsibility to pay as agreed. This applies to all associates, internal and external. Some other critical corresponding relationships at SACHEM include:

- SACHEM personnel will share both in the success and challenges of the company, deserving market competitive pay, and a safe working environment. Correspondingly, we must deliver productive work, be fiscally responsible, support the Mission, and work safely.
- SACHEM personnel should provide input, suggestions, concerns, and ideas as the business develops directions and makes decisions. We provide systems and business processes to encourage such an environment. Decision-makers should welcome input and be collaborative, focusing only on making the best decision. Once a decision is properly made at SACHEM, it is critical that we pull together and work to make it happen.
- SACHEM strives to share information, technology, proprietary know-how, and other knowledge pieces that help associates do their job. However, we must diligently and unwaveringly assure that any proprietary information not be divulged outside SACHEM unless it is protected and beneficial to SACHEM.
- SACHEM provides systems and framework systems of operation (ISO 9001:2008, ISO 14001:2004, REACH, Responsible Care[®], Associate Handbooks, Learning and Development Programs, etc.) to bring clarity to certain important aspects of our business. We need to understand them and support and implement their directives.

Our business efforts must concentrate on those areas that allow us to be the only, the best and the most reliable company providing our products and services. Certainly, we will have standard products and services, but those that are “the only, the best, and the most reliable” make us unique, special, and invaluable to our customers. We must always protect our base of existing business while expanding with new products, services, markets, geographies, applications and so on. As we protect our base business and expand, we must apply discipline and innovation in anticipation of what the future will bring.

The SACHEM Way is unique because we are the sum of many pieces - our personnel, our customers, suppliers, communities, shareholders, and governments.

Thank you for your part in delivering the SACHEM WAY each and every day!

John E. Mooney
President

Date