

Code of Business Conduct	2015	2014
Training and awareness e-learning:		
% of targeted employees trained		
General		
- Code of Business Conduct	96%	91%
People		
- Life Saving Rules	96%	- ¹
Planet		
- Basic Course Responsible Care®	93%	- ¹
Profit		
- Global Trade Controls	90%	- ¹
- Anti-Bribery and Corruption (introduced 2014)	94%	71%
- Security	93%	- ¹
DSM Competition Law:		
% of targeted employees signed-off		
- DSM Competition Law compliance annual statement	100%	100%
Violations of the Code:		
Number of dismissals/other consequence management		
Triple P breakdown		
- People	26/45	32/64
- Planet	0/0	3/2
- Profit	12/6	27/10
Regional breakdown		
- Europe & Africa	5/19	10/38
- Americas	27/30	30/26
- Asia-Pacific	6/2	22/12
Total	38/51	62/76
Alert cases (whistleblower procedure):		
Number substantiated/not substantiated/under investigation		
Triple P breakdown		
- People	3/9/1	6/12/0
- Planet	0/0/0	0/0/0
- Profit	2/0/1	0/5/0
Regional breakdown		
- Europe & Africa	2/1/0	2/6/0
- Americas	3/5/2	2/7/0
- Asia-Pacific	0/3/0	2/4/0
Total	5/9/2	6/17/0

¹ No overall global data available for this period