CYTEC

Delivering Technology Beyond
Our Customers' Imagination™

Code of Conduct

January 2008

CYTEC

Delivering Technology Beyond Our Customers' Imagination™

VISION

Delivering technology beyond our customers' imagination.

As a result, we will:

- **Achieve sustainable and profitable growth**
- **Provide a culture that challenges, engages and rewards our employees**
- **Be universally recognized as the technology leader in our markets**
- **Positively impact society**

VALUES

SAFETY We make safety the first priority—the core of all we do.

ENVIRONMENT We are committed to protecting the health and wellbeing of the communities in which we do business.

EMPLOYEES We respect every employee, recognizing our mutual need to be safe, healthy, and successful. We value each other for our diverse ideas, experiences, and backgrounds.

EMPOWERMENT We encourage our people to be innovative, to take action to make independent decisions and to be accountable for their actions.

LEADERSHIP Each of us strives to lead and motivate by example and consistently live these core values. We coach, train, and empower employees to reach their full potential.

TEAMWORK We work as groups and individuals toward our common goal in a spirited and selfless manner.

CONTINUOUS IMPROVEMENT We relentlessly pursue doing the right things better.

TECHNOLOGY We commit to provide the resources to develop technology that will build and sustain our businesses.

ETHICS We are fair, honest, and consistent in our business and personal practices.

Delivering Technology Beyond Our Customers' Imagination™

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Delivering Technology Beyond
Our Customers' Imagination™

CYTEC INDUSTRIES INC.
Five Garret Mountain Plaza
Woodland Park, NJ 07424

Shane D. Fleming
Chairman of the Board
President and
Chief Executive Officer

Dear Colleague:

Cytec was founded with the vision of building the company into a premier global chemical company – one that we can all be proud of and that will provide our stockholders the highest return on their investments. Many positive events have occurred since our beginning, but we still possess the same vision.

To achieve this vision, it is not enough simply to delight customers and grow sales and profits. We also must follow Cytec's values as described in our Value Statement. A part of our values is excellence in certain areas, such as safety, where, if we take shortcuts, we can suffer loss of life and, perhaps, large irreversible financial losses. Ethics and legal compliance are also disciplines in which we must excel if we are to achieve our vision. In the first place, ethics and lawful behavior are integral parts of our value system - they are things we value irrespective of their economic impact. But beyond that, we live, for better or for worse, in a highly regulated society where mistakes, even innocent mistakes, can destroy our good name and cost millions of dollars and where intentional misconduct can result in ruined careers and even jail terms. Legal and ethical shortcuts put the Company at risk and will not be tolerated in Cytec.

Enclosed in this booklet is our updated Code of Conduct, which sets forth a number of our guiding legal and ethical policies and which we expect all employees, officers and directors to read and understand. However, it is impossible in a booklet of this sort to describe each and every type of conduct that is prohibited. Therefore, we have highlighted major areas of concern and have attempted to provide enough information to help employees determine when they may be on dangerous ground and need the help of experts. If in doubt, do not hesitate to ask for guidance.

In addition, I would like to remind you of our Compliance Office. You can contact the Compliance Office by mail, e-mail or telephone, on a confidential basis if you so wish, if you believe that the principles set forth in the Code of Conduct are being violated.

If you become aware of a possible violation of this Code of Conduct, we expect you to bring the matter to the attention of appropriate people within the Company. Your own supervisor, in most cases, is the logical person to whom to report violations. In other cases, or if you do not feel comfortable discussing the matter with your supervisor, or if you are not satisfied with your supervisor's response to your concern, the location manager, or the human resources representative, the environmental compliance manager or the controller responsible for your location could be a place to go for help. Beyond your own location, and depending on the type of issue involved, you might seek help from the Corporate Human Resources, Safety, Health & Environmental, Internal Audit or Legal Departments. Finally, and particularly, if you believe the matter involves serious wrongdoing or you are concerned about possible retaliation, the Compliance Office is always available to assist you on a confidential basis. With all this help available, there is no excuse for remaining silent if wrongdoing is being committed.

Please read carefully the enclosed Code of Conduct and continue to make it a part of the way you conduct business in Cytec. I am confident that full compliance with the Code will help make Cytec a premier global specialty chemicals and materials company that we can all be proud of.

Sincerely,

Shane D. Fleming
On behalf of the Board of Directors
Cytec Industries Inc.

Compliance Office

In order to assist you in complying with this Code of Conduct, and in order to provide a person that you may speak to in confidence if you detect violations of this Code, the Company has established a Compliance Office that you may call toll-free in the United States or that you may write or e-mail to.

TELEPHONE:

In the United States and Canada:

1-800-882-3585

Outside the United States and Canada:

*1-973-357-3438

*May need to be preceded by your country's international access code.

MAIL:

Cytec Industries Inc.
Five Garret Mountain Plaza
Woodland Park, New Jersey 07424
U.S.A.
Attention: Compliance Officer

E-MAIL:

Compliance@Cytec.com

- Complaints relating to Cytec's accounting, internal accounting controls or auditing matters will be reported to the Audit Committee of the Board of Directors.
- Communications directed to the Board of Directors will be summarized and forwarded to the Board of Directors.
- Other concerns will be reported to the Executive Committee of Cytec, and when appropriate, to the Board of Directors.
- All communications, complaints and concerns will be received and processed by Cytec's Compliance Office.
- You can report your concerns anonymously or confidentially.
- If you provide contact information, you will receive a written acknowledgment from Cytec's Compliance Office upon receipt of your communication.

Introduction

Applicability and Annual Certification.
This Code of Conduct applies to directors, officers and employees of Cytec and its subsidiaries worldwide (hereinafter, "Individuals"). Each Individual is responsible for complying with all of the provisions of this Code of Conduct. Each director and officer and most employees will be asked to certify each year that he or she has been in compliance with the Code throughout the preceding year and to confirm that he or she is not aware of any violation of the Code committed by others that has not already been addressed.

Penalties for Violation.
Individuals who violate Cytec's policies, including the Code of Conduct, are subject to disciplinary action which may include termination of employment. The following are examples of conduct that may result in discipline:

- Violation of the Code of Conduct
- Requesting others to violate the Code of Conduct
- Failure to report a known or suspected violation of the Code of Conduct
- Retaliating against anyone who reports an alleged violation of the Code of Conduct

Waivers
The Company believes there are few, if any, circumstances where a waiver from the Code of Conduct is appropriate. In appropriate circumstances, the Executive Committee may grant a waiver from the Code for employees of the Company and its subsidiaries not including officers of the Company. Any waiver granted must be reported to the Audit Committee of the Board of Directors at its next meeting. Only the Board of Directors may grant a waiver from the Code for officers or directors of the Company, and any such waiver shall be promptly and publicly disclosed on the Company's internet website, www.cytec.com.

Nothing in this document constitutes a contract of employment with any Individual. This Code of Conduct may be amended at any time by action of the Executive Committee, or, insofar as the Code relates to conduct by directors of the Company, by the Board of Directors of Cytec.

Code of Conduct

Cytec's vision and values, which appear at the beginning of this booklet are core to four basic principles at the foundation of the Code of Conduct.

- **Safety/Environment.** Safety is our first priority, the core of all we do. We should strive to protect the health and well-being of our employees and the communities in which we do business.

- **Ethics.** We must behave ethically. We should be fair, honest and consistent in our business and personal practices. All of our actions should be intended to earn and retain the trust of our fellow employees, our customers and suppliers, governments and regulatory bodies and the communities in which we operate. No one should take any action that is inconsistent with the Code of Conduct. Since we recognize that a written code of conduct cannot possibly cover all situations, we expect each Individual to draw on strong ethical principles for guidance in situations not covered by this Code of Conduct.

- **Employees.** We respect every employee and value each other for our diverse ideas experiences and backgrounds. We are committed to enforcing fair employment practices throughout Cytec.

- **Legal Compliance.** We must obey all laws and regulations throughout the world that are applicable to our business conduct. Because Cytec is incorporated in the United States and its securities are registered for sale in the United States, some US laws apply to Cytec's operations throughout the world. All Individuals must comply with these laws as well as the applicable laws and regulation of the country where they are doing business.

Consistent with these four basic principles, our actions must be in the best interests of Cytec and its stockholders. We should work as groups and individuals toward our common goals in a spirited and selfless manner. We must avoid all conflicts of interest between work and personal affairs.

Set forth in this booklet is a discussion of many of the laws that most directly impact Cytec, as well as certain other principles of conduct which each Individual is expected to follow.

Competitive Practices

Antitrust and Competition Laws. Each Individual, in the conduct of the Company's business, must comply with the antitrust and competition laws of each country or region whose laws are applicable to the business of the Company. It is Cytec's policy to comply strictly with antitrust and competition laws.

Antitrust and competition laws, in general, prohibit many types of anticompetitive conduct. Prohibited practices include: proposing or entering into any agreements or understandings, implicit or explicit, in writing or oral, with any competitor relating in any way to fix prices to customers or to allocate customers or markets. Meetings that involve competitors, such as at trade associations, are a particularly sensitive subject, and while most items of general industry concern may be discussed at these meetings, sensitive competitive information, such as business plans, pricing, customers, markets and the like, are not to be discussed. Prohibited practices also include fixing the resale price of our distributors or resellers.

Cytec has established procedures that require non-collusion certificates in connection with price changes and bid submissions, and Cytec requires that transactions that have antitrust implications be discussed with, and cleared by, the Legal Department. Also, Cytec requires that most contracts of a non-routine nature be reviewed and approved by the Legal Department, and this process helps prevent antitrust violations.

Fair Dealing. Dealings with all customers, suppliers and competitors should be conducted without taking any unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing practice. Dealing fairly with all customers, suppliers and competitors is good business practice and consistent with Cytec's values. Therefore, the Company will not tolerate taking unfair advantage of anyone.

Competitive Information. No Individual should seek a competitor's confidential information without the owner's consent. Theft, bribery, misrepresentation, espionage and unethical business measures to obtain competitive information are forbidden.

Equal Employment Opportunity

It is Cytec's policy to ensure equal opportunity in employment to every employee regardless of race, color, religion, sex, national origin, age, marital status, physical or mental disability, veteran status or sexual/affectional orientation.

This policy applies not only to hiring practices, but to all aspects of the employment relationship including promotions, salary increases, work assignments and terminations. It also prohibits sexual harassment including unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

All employees should be afforded a workplace environment that allows them to reach their full potential. The Company recognizes that for this result to occur, the work environment must be free of discrimination in any form, including but not limited to sexual harassment. Effective application of the policy requires the awareness and support of each and every employee.

Privacy

Cytec respects individual privacy and values the confidence of its employees. Cytec strives to collect, use and disclose personal information of its employees in a manner consistent with the laws of the countries in which it does business. Cytec has adopted a Privacy Policy, which is available on Cytec's homepage, which sets forth the privacy principles that Cytec abides by in utilizing your personal information and your rights relating to the usage of such information.

Cytec collects and uses personal information for human resource management such as global enterprise headcount reporting, statistical analysis, compensation planning and related transactions, career development, communications with shareholders, employees, retirees and their families, maintaining accurate benefits records, staffing, security issues, health and safety management, internal investigations, ethics investigations, governmental agency and judicial inquiries, tracking usage of Cytec's property, intellectual property purposes, medical case management and mergers, acquisitions and divestitures.

Cytec limits access to personal information to those persons in Cytec's organization, or as agents of Cytec, that have a specific business purpose for maintaining and processing such personal information.

Each individual who is granted access to personal information shall maintain the confidentiality and integrity of that information and shall only utilize the personal information in accordance with the business purposes set forth above. Personal information may be used for additional business purposes if the person about whom the information is maintained is provided advance notice of such uses.

Insider Trading and Trading in Cytec Stock

No Individual shall use material non-public information about the Company for the purpose of buying or selling any of our securities or derivative instruments on such securities, including any interests in the Cytec Savings and Profit Sharing Plan. Similarly, material non-public information obtained in the conduct of the Company's business shall not be used for the purpose of buying or selling the securities of other companies. Likewise, such information shall not be disclosed, and the purchase or sale of any of these securities shall not be recommended based on such information to third parties who might use it to trade in these securities.

"Material non-public information" is any information which has not been generally disclosed to the public and which a reasonable investor is likely to consider important in deciding whether to buy or sell any securities of a particular company. Examples of significant events that might be considered "material" include:

- significant changes in current or anticipated earnings;
- changes in dividends;
- a stock repurchase program;
- proposed major acquisitions or dispositions;
- a major contract such as a joint venture;
- a proposed stock offering;
- substantial purchases, sales or write-offs of assets; and
- major developments in litigation.

Information is not considered public until it has been publicly disclosed (such as through a press release or quarterly report) and a period of time (usually at least one trading day) has passed for the markets to learn of, and assess, the information.

The prohibitions described above do not prohibit you from exercising Cytec stock appreciation rights and employee stock options, but could require you to wait until the information becomes public before you can sell the stock acquired on the exercise of the option.

Environmental, Safety & Health

At Cytec, we will conduct business in a way that consistently demonstrates our commitment to the health and safety of our employees, our customers, our neighbors and the protection of the environment. Each employee is responsible for becoming familiar with environmental, health and safety laws, and Cytec's standards, applicable to their work environment. Cytec's standards are frequently more stringent than applicable laws. Cytec's employees are required to comply fully with all applicable environmental, safety and health laws and related corporate standards and policies.

Environmental, safety and health laws and Cytec's standards regulate the:

- proper management of hazardous wastes;
- releases of materials to the air, water or land;
- the clean-up requirements to address releases of hazardous substances to environmental media;
- the manufacture of chemical substances;
- the safe use and management of hazardous materials, including raw materials, intermediates, products, and wastes;
- the proper communication of risks and liabilities relating to these materials;
- workplace and transportation safety practices and site security practices.

Cytec's standards are published on the Company's intranet site under Safety, Health and Environmental. Frequently, environmental, safety and health laws require extremely prompt attention, such as immediate reporting of a release of a hazardous substance. Moreover, they often impose strict record-keeping requirements.

Each plant has assigned to it a Safety, Health & Environment ("SH&E") representative who helps assure the environmental, safety and health compliance of that plant. The site SH&E representative answers questions and assists the plant in making required reports on a timely basis. In order to ensure that the site SH&E representative has all necessary information to perform his or her duties, the site SH&E representative must be informed promptly of any and all information and concerns relating to the handling, use, storage, transportation, or disposal of all materials, including changes in the use or management of the plant's raw materials, products, intermediates or wastes. Also, the Company has the following corporate groups to further assist any employee or customer on issues involving the environment, safety or health:

- SH&E Services Department;
- Legal Department (SH&E counsel);
- Toxicology and Product Regulatory Compliance Department; and
- Corporate Medical Services Department.

Integrity of Books and Records; Accounting Standards

Cytec's accounting records are used to prepare reports for the use of government agencies, the Company's creditors and shareholders and the Board of Directors and management. All Company accounting records and any required reports incorporating those records must comply with the applicable laws of the relevant jurisdiction.

All books, records and accounts must accurately and fairly describe and reflect the transactions and information they record; no false or artificial entries shall be made; no records or information shall be manipulated in order to alter or distort business or scientific results or for any other purpose; and no undisclosed or unrecorded fund or asset shall be established or maintained. Additionally, all transactions must be supported by accurate documentation in reasonable detail, recorded in the proper account and in the proper accounting period. Each Individual in respect of his or her own activities is responsible for assuring that Cytec's accounting system and related system of internal controls are properly maintained in accordance with law and these policies. One of the responsibilities of the Company's independent accountants and internal auditors is to ensure that the Company follows these rules. Each Individual must cooperate with the independent accountants and the internal auditors and must not, under any circumstances, conceal information from them.

Corporate Assets and Opportunities

Corporate Assets. Company assets should be used only for legitimate business purposes or for purposes authorized by management. These assets include both physical assets, information and communication systems and proprietary information. It is the responsibility of each individual to protect the Company's assets and ensure their efficient use. Theft, carelessness and waste have a direct impact on the Company's profitability.

Corporate Opportunities*.* It is also the duty of each Individual to advance the legitimate interests of the Company when corporate opportunities become available. Each Individual is prohibited from (a) taking for themselves personally opportunities that are discovered through the use of corporate property, information or position; (b) using corporate property, information, or position for personal gain; and (c) competing with the Company.

Illegal Payments

No corporate funds or assets shall be used for any illegal purpose. In particular, whether or not illegal, no payments (including gifts of significant value and lavish or extravagant entertainment) shall be made to or for the benefit of governmental officials or representatives, unless specifically approved in advance by the Executive Committee. No payment shall be made with the intention or understanding that any part of such payment is to be used for any purpose other than that described by the documents supporting the payment.

Political Activities

The laws of many jurisdictions prohibit corporations from making contributions, directly or indirectly, in connection with elections to government offices. In some jurisdictions, registration of lobbyists is required so that even political activities that do not involve the expenditure of funds may not be undertaken without prior compliance with legal requirements. No Company funds or assets shall be used for any illegal political contribution or activity. Any use of Company funds or assets for political purposes legally permitted requires the prior approval of the Executive Committee.

Contributions to political candidates are a matter of private conscience. Therefore, no Individual shall coerce employees into making contributions; and political contributions (or the failure to make political contributions) will have no effect on an employee's compensation, employment or promotion.

False Reporting to Governmental Agencies

It is Cytec's policy to assure that the information that it provides to governmental authorities are truthful, accurate and complete.

Foreign Boycotts

It is Cytec's policy to comply fully with United States laws prohibiting cooperation with foreign economic boycotts.

Prohibited activities include: refusing to do business with boycotted countries, their citizens, or blacklisted companies; furnishing information regarding the Company's, or any person's, relationship with boycotted countries or blacklisted companies; furnishing information regarding a person's race, religion, sex, national origin, or relationship to charitable organizations supporting a boycotted country; discrimination against individuals and companies based on race, religion, sex or national origin; and honoring a letter of credit containing boycott provisions. Boycott requests must be reported to the United States Government. Individuals responsible for international trade matters must be particularly sensitive to this policy, seek advice from the Legal Department and report boycott requests promptly to the Legal Department.

Copyrights

The unauthorized use of copyrighted materials, including copyrighted software, is a violation of the copyright laws and is strictly prohibited. Many countries have copyright laws that grant the copyright owner the exclusive rights of reproduction, adaptation, distribution, performance and display for those works (e.g. literary, musical, dramatic, pictorial, etc.) that meet minimal standards of originality and tangible form. Copyright compliance is an obvious consideration in advertising, but this is not usually a major issue in Cytec because of procedures we have in place to clear advertising for publication.

Outside of the advertising area, copyright issues arise in primarily two different ways:
(I) photocopying and
(II) use of copyrighted software.

In the United States, our license with the Copyright Clearance Center solves the first problem, for the most part. For publications not included in the license, however, we continue to be limited to minor incidental use constituting "fair use" under the copyright laws. In other countries you must be guided by the laws then in effect.

Virtually all computer software is licensed, and not sold. The license, which normally accompanies the software package, specifies the permitted uses and the extent, if any, to which copies can be made.

Using unauthorized, pirated, copied, counterfeited or otherwise unapproved software (including software from electronic bulletin boards) may (i) introduce a virus or otherwise endanger the integrity of our computer systems and (ii) constitute a violation of law.

Conflicts of Interest

Each Individual must remain free of any obligation to, or relationship with, any customer, supplier, creditor, competitor or other enterprise or person if that obligation or relationship would interfere with the Individual's obligation to act in the best lawful interest of Cytec. Moreover, an Individual must not utilize his or her position with Cytec to obtain any improper personal advantage or gain.

Without limiting the general nature of this requirement, no Individual shall:

I. acquire or maintain any outside financial interest in any other organization if that interest might conflict with the best interests of the Company;

II. serve as an employee representative, or consultant of any business organization without the prior written approval of an officer of the Company;

III. accept any gift or favor from any person or organization (or from any of its employees or representatives) having a business relationship with the Company;

IV. give any gift or favor to any person or organization (or any of its employees or representatives) having a business relationship with the Company under circumstances where such Individual could not accept such gift or favor under law or this Code of Conduct if offered to him or her;

V. become an officer or director of any business organization (other than one owned in whole or in part by the Company, directly or indirectly) without first obtaining the written approval of the chief executive officer of the Company; or

VI. affect the awarding of business by the Company, or the terms upon which such business is awarded, to a business in which a close relative, or any other person with whom the Individual has a close personal relationship, has a not insubstantial financial interest.

Certain of the prohibitions set forth above are subject to the following exceptions.

a. The prohibition set forth in clause (I) regarding outside financial interests is not violated by the acquisition or ownership of securities and other investments in the normal course of investment practice where the Individual does not own more than five percent of the shares of stock of a company which either is listed on a national securities exchange or has at least 100 stockholders.

Conflicts of Interest (cont.)

b. The prohibitions set forth in clause (II) do not apply to directors of the Company and do not prohibit an employee covered by a collective bargaining unit or otherwise classified as "non-exempt" under the Fair Labor Standards Act of the United States, or a person employed outside of the United States who would be classified as non-exempt if employed in the United States, from holding a second job so long as it does not interfere with the performance of his or her employment with the Company. Notwithstanding this exception, a non-exempt employee who has signed an employment agreement may nevertheless need an approval under that agreement.

c. The prohibition set forth in clause (III) regarding the acceptance of gifts or favors is not violated by the acceptance of meals, entertainment and gifts of a value and of a kind customarily exchanged in accordance with ordinary business practice, under circumstances where the acceptance could not be construed by a reasonable person as influencing the performance of the Individual's duties. The prohibition set forth in clause (III) also does not apply to any gifts that are accepted on behalf of the Company and are notified to the Executive Committee.

d. The prohibition set forth in clause (V) regarding becoming an officer or director of another organization is not violated by serving as a director of a not-for-profit corporation or engaging in social, community, political and other activities of a private nature which have no connection with responsibilities to the Company and does not apply to directors of the Company.

In case of any doubt as to the propriety of accepting or giving any personal gift or favor, the Individual should discuss the matter with his or her supervisor. In addition, in the case of doubt as to any other matter described above, the Individual should bring the matter to the attention of a corporate officer, or to the Chair of the Governance committee in the case of a director, the Chief Executive Officer or the Chief Financial Officer and, if such person determines, in writing, based upon the facts presented, that no conflict exists, the Individual shall be entitled to rely on this determination.

Proprietary and Competitive Information

Each Individual is expected to safeguard Cytec confidential business information and not to disclose it to third parties except in accordance with approved procedures. Proprietary information developed or acquired by the Company and not freely available to others is a valuable asset that must be protected against theft or inadvertent loss. Improper disclosure could destroy the value of such information to the Company and substantially weaken our competitive position.

Various types of proprietary information include trade secrets, as well as other technical, financial and business information, which the Company either wishes to keep confidential or is under an obligation to keep confidential. Such proprietary information may concern research results, manufacturing techniques, cost data, marketing strategies, financial budgets and long-range plans.

For protection of proprietary information, the Company necessarily must and does rely primarily on the loyalty, integrity, good faith and alertness of its employees. The understanding of this relationship is confirmed in most cases by the execution, at the time of employment, of an employment agreement containing a confidentiality provision. Upon leaving the Company, the obligation to safeguard the Company's proprietary information continues. Even without this agreement an employee has an obligation under the law to presume such confidentiality.

The decision to disclose the Company's proprietary information to persons outside the Company involves both business and legal ramifications and is normally done under a secrecy agreement executed by both the Company and the recipient of the information. Any contemplated disclosure of proprietary information should be reviewed by the Legal Department to ensure that proper protection of the Company's interests is accorded.

By the same token, employees of our competitors have confidentiality obligations to their employers which extend beyond the term of the employment relationship. Cytec employees must not induce competitors' employees to breach their confidentiality obligations; and if we should happen to hire the former employee of a competitor, we must not induce the employee to breach his or her obligations to the former employer.

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