

Calgon Carbon Corporation

Employee Complaint Procedures for Accounting and Auditing Matters

Any employee of the Company may submit a good faith complaint regarding accounting or auditing matters to the management of the Company without fear of dismissal or retaliation of any kind. The Company is committed to achieving compliance with all applicable securities laws and regulations, accounting standards, accounting controls and audit practices. The Company's Audit Committee will oversee treatment of employee concerns in this area.

In order to facilitate the reporting of employee complaints, the Company's Audit Committee has established the following procedures for (1) the receipt, retention and treatment of complaints regarding accounting, internal accounting controls, or auditing matters ("Accounting Matters") and (2) the confidential, anonymous submission by employees of concerns regarding questionable accounting or auditing matters.

Scope of Matters Covered by this Policy

These procedures apply to concerns relating to any Accounting Matters including, without limitation, the following matters:

- fraud or deliberate error in the preparation, evaluation, review or audit of any financial statement of the Company;
- fraud or deliberate error in the recording and maintaining of financial records of the Company;
- weaknesses, deficiencies in or noncompliance with the Company's internal accounting controls;
- misrepresentation or false statement to or by a senior officer or accountant regarding a matter contained in the financial records, financial reports or audit reports of the Company; or
- deviation from full and fair reporting of the Company's financial condition.

This policy is not intended to be used for reporting concerns other than Accounting Matters and employees should refer complaints regarding any other matter to their direct supervisor for resolution.

Receipt of Employee Complaints

Employees with concerns regarding Accounting Matters may report their concerns to the General Counsel of the Company. Employees may forward complaints on a confidential or anonymous basis to the General Counsel or the Audit Committee of the Company's Board of Directors through a hotline, e-mail or regular mail:

Chad Whalen
Senior Vice President, General Counsel & Secretary
Calgon Carbon Corporation
3000 GSK Drive
Moon Township, PA 15108
412-787-6786
cwhalen@calgoncarbon.com
or
www.ethicspoint.com (confidential and anonymous website)
or

Confidential and anonymous toll-free hotlines in the following countries:

United States	1-877-315-9930
Belgium	0800-77004
Brazil	0800-8911667
Canada	1-877-315-9930
China (<i>Southern</i>)	10-800-120-1239
China (<i>Northern</i>)	10-800-712-1239
Denmark	80-882809
Finland	0800-1-14945
Germany	0800-1016582
Japan	00531-121520
Mexico	001-800-840-7907
Singapore	800-1204201
Sweden	020-79-8729
Taiwan	00801-13-7956
Thailand	001-800-12-0665204
United Kingdom	0800-032-8483

The confidential and anonymous website and toll-free hotline are operated by an independent third-party that reports directly to all members of the Audit Committee, the General Counsel and the Director of Internal Audit. All reports sent to the website or hotline are delivered automatically to the Audit Committee and cannot be diverted by management.

Scope of Matters Covered by These Procedures

These procedures relate to employee complaints relating to any questionable accounting or auditing matters.

Treatment of Complaints

Upon receipt of a complaint, the General Counsel will (i) determine whether the complaint actually pertains to Accounting Matters and (ii) acknowledge receipt of the complaint to the sender.

Complaints relating to Accounting Matters will be reviewed under Audit Committee direction and oversight by the General Counsel, Internal Audit or such other persons as the Audit Committee determines to be appropriate. Confidentiality will be maintained to the fullest extent possible, consistent with the need to conduct an adequate review.

Prompt and appropriate corrective action will be taken when and as warranted in the judgment of the Audit Committee.

The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee in the terms and conditions of employment based upon any lawful actions of such employee with respect to good faith reporting of complaints regarding Accounting Matters or otherwise as specified in Section 806 of the Sarbanes-Oxley Act of 2002.

Reporting and Retention of Complaints and Investigations

The General Counsel will maintain a log of all complaints, tracking their receipt, investigation and resolution and shall prepare a periodic summary report thereof for the Audit Committee. Copies of complaints and such log will be maintained in accordance with the Company's document retention policy.

Revised: August 2014 and
December 2015