



Code of Conduct for Contractual Partners of Airtec Braids GmbH

Table of contents

Preamble	2
Compliance	2
Laws, regulations and recognised guidelines	2
Anti-corruption.....	2
Compliance with the competition regulations	3
Respect for human rights.....	3
Forced labour	3
Prohibition of discrimination	3
Prohibition of child labour.....	4
Confidentiality, business secrets, data protection	4
Working conditions and Health protection.....	5
Health and Safety at work.....	5
Respectful treatment of employees	5
Reasonable working time and observance of the rest period	5
Remuneration.....	5
Freedom of association, the right to organise and the right to bargain collectively	6
Environment	7
Climatic and environmental protection	7
Compliance	7
Impressum	8



Preamble

Economically sustainable action regarding social, economic and ecological aspects is lived practice for AIRTEC BRAIDS GmbH and part of its business policy. Compliance with all legal regulations and standards as well as international agreements regarding human rights, anti-corruption and sustainability are binding for us.

Likewise, we expect our contractual partner to show social commitment towards their employees, partners, society and the environment and to behave in accordance with our lived responsibility and the defined principles.

Compliance

Laws, regulations and recognised guidelines

The contractual partner complies with the respective national laws and regulations and reliably fulfils its obligations.

Fair and honest dealings with each other are a prerequisite for all business activities. Recognised standards and guiding principles such as those of UN Global Compact, the United Nations Universal Declaration of Human Rights, the UN Conventions, the ILO Conventions and the OECD Guidelines for Multinational Enterprises apply as the basis for this Code of Conduct, and we expect our business partner to comply with them.

Anti-corruption

In order to prevent misconduct and conflicts of interest, the contractual partner shall comply with national and international anti-corruption laws and regulations. The



interests of the contractual partner and the personal interests of employees on both sides must be strictly separated from each other.

Compliance with the competition regulations

The contractual partner shall comply with all national and international laws and competition rules, in particular the antitrust laws and regulations against unfair competition. It shall not engage in any practices (e.g. price agreements, customer and territory sharing, etc.) that are unlawful and may distort competition.

Respect for human rights

The contractual partner and its employees support the observance of international human rights and respect and protect human dignity.

Forced labour

The contractor shall only employ staff who have voluntarily made themselves available for work. Employment brought about by coercion or intimidation shall be refrained from and firmly rejected.

Prohibition of discrimination

Discrimination is unreservedly rejected by the contractual partner, who complies with the applicable laws. No person may be discriminated against on the grounds of race, skin colour, ethnic, cultural or social origin, religion, mental attitude or world view, sex, age, disability, sexual orientation or for any other reason.



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Prohibition of child labour

Child labour is strictly rejected by the contractual partner; children under 15 years of age may not be employed. The contractual partner complies with the international regulations of the United Nations on human rights and children, in particular also with Conventions 138 and 182 of the ILO-Convention.

Confidentiality, business secrets, data protection

The contractual partner shall oblige its employees not to disclose business secrets and confidential information to unauthorised persons or to make them accessible to third parties in any other way.



Working conditions and Health protection

Health and Safety at work

Occupational Health and Safety has the highest priority at AIRTEC BRAIDS GmbH. We expect our contractual partner to provide a safe and healthy working environment for its employees and to take all necessary measures to prevent accidents and occupational illnesses. The company employees must also be trained to this end.

Respectful treatment of employees

Employees of the contractual partner shall be treated with respect and dignity. The privacy and personal rights of each employee shall be respected. The inappropriate treatment of employees, such as psychological or physical punishment, violence or coercion, sexual harassment and discrimination shall be prevented by appropriate measures and will not be tolerated.

Reasonable working time and observance of the rest period

The contractor shall ensure compliance with the maximum working hours and reasonable rest periods in accordance with applicable laws and regulations.

Remuneration

The performance remuneration for the contractor's employees must correspond to the legally stipulated minimum wages.



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Freedom of association, the right to organise and the right to bargain collectively

The contractual partner shall respect the right of its employees to assemble, the right of association and the right to collective bargaining within the framework of the respective applicable legal regulations.



Environment

Climatic and environmental protection

In order to ensure that the economic activities of the contractual partner have as little impact as possible on the environment and the climate, international standards and legal regulations must be complied with.

The contractual partner shall take the necessary measures to ensure the careful and energy-efficient use of resources, the reduction of waste and emissions and the continuous improvement of environmental and climate protection.

Compliance

The contractual partner commits to observe and implement the regulations defined in this Code of Conduct.

The contractual partner agrees to have AIRTEC BRAIDS GmbH check compliance with this code of conduct at any time, if necessary. Violations of applicable laws, recognised standards and this Code of Conduct constitute a breach of contract. Should it not be possible to eliminate violations by the contractual partner or to implement remedial measures, AIRTEC BRAIDS GmbH reserves the right to terminate the contract.

We expect our contractual partner to communicate these rules of conduct to its partners as well and to ensure that these minimum standards are complied with.



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Impressum

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