

Florett Textil GmbH & Co.

Code of Conduct (CoC) for Suppliers

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ABSTRACT

The Code of Conduct (CoC) for Suppliers contains our expectations regarding good and responsible business conduct and determines the minimum requirements for our business relationships.

NEED FOR ACTION

The CoC addresses all our business partners. Business partners are required to communicate the CoC and to assess the compliance at production level. In case of non-compliance, the extent must be communicated to Florett Textil and remedial actions must be taken.

I. Preamble

As a responsible corporate citizen, Florett Textil GmbH & Co. KG (hereinafter "Florett Textil") shall undertake to exercise their duty of care for decent employment, with continual improvement in the social and environmental conditions, through the diligent implementation of our own Code of Conduct (hereinafter "**CoC**") described below.

As an integral part of our Corporate Responsibility (hereinafter "CR"), the **CoC** was elaborated in conformity with the **amfori BSCI CoC**, and at the same time is based on international agreements such as the **Universal Declaration of Human Rights**, the **guidelines for children's rights and corporate action**, the **United Nations guidelines for "Business and Human Rights"**, the **OECD Guidelines** as well as the **UN Global Compact** and the **agreements and recommendations of the International Labour Organisation (ILO)**, which shall be decisive for the improvement of working conditions in the supply chain.

It is understood that we conduct our business in compliance with law, rules and regulations. The present Code of Conduct establishes the moral and ethical values and requirements with whose compliance Florett Textil commits themselves and their suppliers along the supply chain.

In order to strengthen these principles, we work with our partners to build up stable and long-term business relationships in order to successfully and continuously improve the implementation of social and environmental standards.

II. Our values

Through the acceptance of the CoC, our suppliers acknowledge the values and requirements of the Florett Textil and imply them in their supply chain. For this purpose, they make every reasonable effort to improve the social and environmental conditions in their supply chain.

Complete compliance with the CoCs by our suppliers shall be compulsory at all times.

Florett Textil structures relationships with its suppliers in a responsible way and also expects this from them the other way round. Our business relationships are laid out on a long-lasting and trusting collaboration. A termination of business relationships is at no time in our interests, but may be taken into consideration in the event of multiple and serious breaches of the CoC.

Florett Textil supports compliance with the CoC through early identification of possible gaps, monitoring and support of our suppliers.

(Although the objectives remain unchanged, the minimum expectations of the CoC, which are converted into verifiable social standards, may change in keeping with social norms.)¹

III. Our requirements

Continuous improvement

We expect constant improvement from our suppliers in the social and environmental conditions in their companies. This is measured inter alia by results of official amfori audits and through our internally implemented control procedures. Also, included are findings during regular visits by our headquarter or field staff or through national representatives.

Collaboration and transparency

The close collaboration makes it possible for us to bring a more direct influence to bear on the improvements in the social and environmental conditions in the supply chain. An open and transparent information policy is an important prerequisite for this collaboration. We therefore expect full and honest reports from our suppliers at all times as well as unrestricted access to the production facilities for us, our representatives in the producing countries and our customers.

¹ amfori Code of Conduct, as constituted on 01.01.2014.

Objectives and supporting measures

The improvements in the social and environmental conditions in the supply chain should be achieved in the future through the joint build-up of competences, support and training sessions by the CR team of FLORETT TEXTIL, development of internal management systems for the suppliers, as well as provision of the necessary instruments (e.g. amfori workshops).

Committing the supply chain

The supplier will pass on this CoC to its suppliers and obligates them on best efforts and to regularly check compliance with the CoC.

IV. Our principles

1. Child labour

Child labour is understood to be any form of economic exploitation of children. This includes any kind of work with the probability of endanger the safety of the child, impairs the education or the health, physical, psychological or moral development of the child to be negatively influenced.²

A child is generally defined as a person who is under 15 years of age unless the laws of the country determine a higher limit, in which case the law of the country is compulsorily.

2. Special protection for young employees

A young person is generally defined as a person who is over 16 years of age and under 18 years of age. Whenever your workers are employed, they are not allowed to work at night or in any conditions that are prejudicial to their health, safety, morals and development. Furthermore, our business partner must make sure that business hours cause no conflict with their attendance at school.

3. Reasonable working hours

The use of overtime should remain an exception, be voluntary, be remunerated at a premium rate and should not constitute a significantly higher probability of occupational risks.

² Worst forms of child labour according to ILO Convention No. 182

Furthermore, suppliers shall grant their workers the right to rest breaks on each working day and the right of at least one free day every seven days if no exceptions established by means of collective agreements apply.³

4. Bonded Labour

Suppliers should resort to no form of servitude, forced or compulsory labour, slavery, human trafficking or involuntarily labour of any kind. Special diligence is needed when engaging and recruiting migrant workers.

5. Precarious employment ⁴

Suppliers shall ensure that employment relationships are neither uncertain nor socially or economically jeopardizing their employees. The work must be carried out on the basis of an acknowledged and documented employment relationship, which is in conformity with the national legislative provisions, customs or practices and international labour standards, depending on what wider protection is offered.

6. Serious Risk to Life and Limb

The employer must ensure the right of employees to healthy work conditions. No risks may jeopardise the protection of life and limb.

Vulnerable individuals such as young employees, young mothers and pregnant women as well as people with disabilities shall get special protection.

7. Adequate remuneration

Suppliers must ensure the right of employees to adequate remuneration, which is sufficient to facilitate a decent life for them and their families, and to social security benefits granted by law. The level of wages must reflect the qualifications and education level of employees and shall relate to the normal working hours.

Systematic delaying of wage payments is not accepted. This shall apply if the supplier systematically does not pay out the full wage due by law or deliberately delays the wage payment.

8. The right of freedom of association and the right to collective bargaining

Suppliers shall ensure the right of workers to set up trade unions in a free and democratic manner; they shall exercise no discrimination against workers because of a trade union membership and shall ensure the right of workers to collective bargaining.

9. No corruption

The Florett Textil tolerates no form of bribery, corruption, accepting an advantage or granting an advantage with regard to office holders or business partners.

If an attempt is made by a supplier to influence independent employees (e.g. of testing institutes or customers) in their assessment with financial resources or presents of any kind, we shall interpret this as bribery.

10. No discrimination

The Florett Textil tolerates no discrimination at all in business relationships and in dealings with each other or harassment in the working environment on the basis of gender, age, religion, race, caste, birth, social background, disability, ethnic or national origin, nationality, membership of employee organisations including trade unions, political membership or opinion, sexual orientation, family obligations, civil status or any other situation that could result in a discrimination. In particular, employees should not be subjected to harassment or disciplinary measures for the above-mentioned reasons.

11. Unauthorised subcontracting/outsourcing

The production of goods must take place in a main production facility specified beforehand. "Main production facility" shall mean that the goods are mainly provided by that producer. Details for the main production facility are recorded in the contract.

12. Permanent lack of transparency with regard to the conditions in the production facility

The Florett Textil expects transparent information sharing from its suppliers for all issues relating to the production process. This information must be traceable and verifiable.

13. Environmental protection

Suppliers shall undertake to take the necessary measures for the prevention of environmental damage and shall have effective guidelines and processes to guarantee this.

Implementation of the necessary measures should reduce the negative impact on the environment and society as good as possible.



14. Denied Access

Supplier need to guarantee access, enter, and visit to all parts of the production facilities for every third-party auditor, and/or any person working for or/on behalf of Florett Textil and/ or Florett Textil customer. All relevant documents must be provided so that working and/or health and safety conditions can be observed and monitored.