

CODE OF CONDUCT

1 Preamble

We are the specialist in interlining for shirts and blouses. We are a reliable partner to the shirt industry and provide solutions worldwide for shirt interlining which meet the needs of the customer and are available in consistently high quality, precisely when needed. With a focus on interlining made in Germany and Asia, with networks across the globe and always close to our customers.

As an owner-managed company, responsible and sustainable corporate management is the basis of our corporate actions. We set goals and make decisions for the long term, meaning that we value a sustainable and profitable basis for our customers, employees and partners over short-term profit maximisation.

We are aware of our responsibility to society, the environment and our staff. We are satisfied with nothing less than impeccable conduct in full compliance with the law. All business decisions are considered with regard to their economic, social and environmental impact.

The present code of conduct forms the basis of our daily actions and professional relationships. It sets out the minimum standards for ethical conduct within the Wendler Interlining Group.

2 Mandatory nature of the code of conduct

The Code of Conduct is binding on the company's management, executives and all employees and is mandatory around the world. This means that all subsidiaries and branches of the Wendler Interlining Group must adhere to the following guidelines.

The Code of Conduct is actively communicated to employees, business partners and other stakeholders. The current version of the Code of Conduct is available for inspection online.

3 Corporate responsibility

3.1 Compliance

We are scrupulous in our compliance with the law. We aspire to fair trade and legally impeccable, recognised business practices. We vehemently reject bribery and corruption. In their place we promote conduct characterised by integrity and transparency in our business processes.

As a global company, we operate in many countries with different cultures. We respect the legal, social, cultural and social backgrounds in our various markets. We comply with the laws and regulations of every country in which we operate. If these are insufficient, we adhere to our code of conduct.

3.2 Respect for human rights

We respect and comply with the Universal Declaration of Human Rights of the United Nations. We therefore categorically reject forced labour. Strict compliance with human rights is for us a matter of course. We also require the same attitude from our suppliers and business partners. Violations are unacceptable to us. We crack down with great rigour on any

violations of the General Declaration of Human Rights that we encounter.

3.3 Conduct toward third parties

We strive for long-term and mutually successful partnerships with our customers and suppliers. We see ourselves as equal partners and fair market participants. For us, trust is the most important element of successful business management. Therefore, open and honest businesses are especially important to us in our collaboration with our partners. Furthermore, our conduct is characterised by respect and tolerance for each individual and the cultural differences to be found in the respective markets.

4 Labour law and working conditions

As an owner-managed company we are directly committed to the well-being of our employees. A good working environment, fair pay, and family-friendly and flexible working hours are a major concern for us. At all our sites we comply with high social standards, adhere to the core labour standards of the International Labour Organisation and create a safe and healthy working environment.

4.1 Prohibition of forced labour

We reject all forms of forced labour. We tolerate no economic activity that is based on forced or compulsory labour, debt bondage or servitude. In our understanding, this includes any type of work or service demanded of a person under threat of punishment and for which that person has not voluntarily made themselves available.

4.2 Prohibition of child labour

We comply with the minimum age requirements for legal employment or work in accordance with the provisions of the International Labour Organisation. We categorically reject the illegal employment of children and young people - both in the company and by our business partners.

4.3 Prohibition of discrimination

We treat all employees equally. Skin colour, gender, language, ethnic origin and the like are irrelevant to us.

Every employee is treated with respect. This allows us to create working conditions free of sexual, psychological or verbal harassment. We likewise consider the work done by men and women to be of equal value. Equal pay is thus a matter of course for us.

4.4 Framework conditions

In the case of wages, salaries and social benefits, we adhere to the statutory minimum standards and even exceed them. The working week is no more than 48 hours plus 12 hours of overtime - unless national laws or collectively agreed regulations stipulate shorter working weeks. Rest breaks are granted every working day. No more than six consecutive days may be worked without a subsequent day off.

To the extent permitted by our operational capabilities, we support the balance between professional and private interests. Our structures are very family-friendly, and flexible working hours allow our employees to enjoy an appropriate work-life balance.



5 Environmental protection and sustainability

As a global company in the textiles industry, we are dependent on natural resources. At the same time, we are aware of the scarcity of these resources. It is for this reason that sustainable business management and activity are a high priority at the Wendler Interlining Group. We make every effort to reduce our consumption of resources and to reduce the use of and replace chemicals that are harmful to human health and the environment.

Our operations are scrutinised for negative environmental impacts and optimised accordingly. This means that appropriate measures are taken to reduce and eliminate such impacts. The long-term reduction of the ecological footprint of the Wendler Interlining Group is one of our most important corporate objectives. With new technologies and production processes we try to make the best possible use of natural resources. We seek to keep energy consumption and emissions as low as possible.

For us, environmental protection begins in the workplace. We actively work to raise the environmental awareness of our employees and business partners. We regularly conduct training courses on issues such as sustainability and environmental protection. The training topics include the avoidance of waste and the sparing use of resources. This applies as a matter of course to all our sites worldwide.

6 Management culture

Our management work is characterised by respect and fairness. Our executives are therefore instructed to create fair working conditions and a pleasant working environment. Action is to be taken in response to all violations of the Code of Conduct.

We see our employees as the most important factor in our success as a company. The use of training to develop their professional skills is something we feel very strongly about. It is for this reason that we both support and stretch our staff and do what we can to help them fulfil their potential. This is both recognised and rewarded by us.

We strive for continuous improvement and innovation. We achieve this mainly thanks to the commitment of our employees. The motivation and enthusiasm exemplified by our managers generates an atmosphere that is ideal for creative and responsible work.

7 Conduct toward fellow staff members

As an internationally active company, we work with people from different nations, cultures and religions. For this reason, our conduct toward one another is characterised by respect, tolerance and appreciation.

Openness and fairness play an important role in our daily dealings with one another. We work to enhance the awareness of our staff about these issues and require them to demonstrate integrity and loyalty to our company.

8 Consumer protection

We guarantee the consistent quality of our products. We ensure that they comply with all statutory regulations regarding the health and safety of consumers. It is also important for us that no products of the Wendler Interlining Group should carry any health risk when used for their intended purpose.

The use of chemicals in the textiles industry is inevitable. When selecting which ones to use, the wellbeing of consumers is our

highest priority. This means that only non-hazardous chemicals are used in the processing of our textiles. The values for our products are therefore below the legal limits, and the products are certified according to Oeko-Tex® Standard 100 (product class 2).

Our manufacturing and purchasing processes are transparent and fully traceable. All our suppliers adhere to the Oeko-Tex® Standards. In this way we can guarantee that our products are not contaminated with hazardous substances.

With our information and sales activities, we do what we can to inform our customers and consumers. This means that we use fair business, marketing and advertising practices.

Reutlingen, 31.3.2020

Frank Sailer

Dr. Gerhart Wendler

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