



The Code of Conduct for the contractual business partners of
DELCO TEX Delius Tectex GmbH & Co.KG

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1. PRELUDE

DELCOTEX Delius Techtex GmbH & Co KG, has a long tradition of combining entrepreneurial behaviour with ethical principles, is one of the key factors for our long-term success.

We are convinced that ethical and economic values are interdependent, and that the business world must endeavour to treat each other fairly and act within the framework of the prescribed standards.

DELCOTEX Delius Techtex GmbH & Co.KG Code of Conduct, has summarised binding rules of conduct that we expect our employees to observe. For us, it goes without saying that all employees must comply with the laws and regulations and fulfil their obligations in a reliable manner.

They must demonstrate honesty and fairness in all aspects of their business activities.

We also expect our partners to recognise their social responsibility towards their own company, customers, suppliers and other business partners, towards the environment and society.

This Code of Conduct sets out the minimum standards that we expect our employees to comply with.

Our customers, suppliers and other contractual partners expect as a minimum.

- Compliance with the statutory provisions of the applicable legal system
- Avoidance of conflicts of interest
- Actively and effectively combating in any form of corruption and/or bribery
- Prohibition of forced and/or child labour
- Respect for human rights
- Fair working conditions
- Taking responsibility for the health and safety of employees
- Respect for the environment
- Confidentiality

DELCOTEX Delius Techtex GmbH & Co.KG reserves the right to change the requirements at any time and expect our partners to accept these changes accordingly.

The partner expressly declares that it observes the principles and works towards their achievement in its management.

2. PRINCIPLES

The Partner undertakes to comply with the laws and regulations and to fulfil its obligations in a reliable manner. It will demonstrate honesty and fairness in all aspects of its business activities and undertakes to fulfil its social responsibility in all business activities.

3. CONFLICTS OF INTEREST AND CORRUPTION

When dealing with business partners and state institutions, the interests of the partner and the personal or financial interests of employees on both sides are kept strictly separate. Actions and decisions are made free of considerations and personal interests.

The applicable corruption law must be complied with. Among other things, the following must be observed:

3.1 OFFENCES IN BUSINESS TRANSACTIONS

Personal benefits of monetary value and/or personal gain in return for preferential treatment in business dealings may not be offered, promised, granted, or approved. Similarly, personal benefits of monetary value and/or personal gain may not be demanded in dealings with business partners. The partner must require its employees not to accept or allow themselves to be promised any such benefits.

No employee of DELCOTEX Delius Techtex GmbH & Co. KG may accept benefits - in any form whatsoever - that could reasonably be expected to influence business decisions or transactions. Therefore, the management and employees of our partners may not offer, promise or grant any such advantages to an employee of DELCOTEX Delius Techtex GmbH & Co. Neither the management nor the employees of our partner may accept such benefits from an employee of DELCOTEX Delius Techtex GmbH & Co.KG. Invitations must remain within the limits of customary business hospitality.

3.2 CARTEL LAW

The partner respects fair competition. Therefore, they must comply with the applicable laws that protect and promote competition, in particular the applicable antitrust laws and other laws regulating competition.

When dealing with competitors, these regulations prohibit agreements and other activities that influence prices or conditions, allocate sales territories or customers, or hinder free and open competition in an unauthorised manner.

Furthermore, these regulations prohibit agreements that restrict the freedom of contractual partners to determine their prices and other conditions autonomously.

4. FORCED WORK

The partner rejects any form of forced labour. No employee may be directly or indirectly forced into employment through violence and/or intimidation.

Employees are only to be employed if they have voluntarily made themselves available for employment.



5. CHILDREN'S WORK

The partner observes the regulations of the United Nations on human rights, and particularly the rights of children. The minimum age for admissibility for employment may not be below the age at which compulsory schooling ends and in no case below 15 years of age. In particular, the partner also undertakes to comply with the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (Convention 182 of the International Labour Organisation). If a national regulation provides for stricter standards regarding child labour, these must be given priority.

6. HUMAN RIGHTS

The partner respects and supports compliance with internationally recognised human rights. Its employees are also obliged to ensure that these generally recognised fundamental rights are observed.

7. DISCRIMINATION

The partner undertakes to oppose any form of discrimination within the framework of the applicable rights and laws. This refers to discrimination against employees on the basis of gender, race, disability, ethnic or cultural origin, religion or ideology, age or sexual orientation.

8. HEALTH PROTECTION

The partner guarantees occupational health and safety in the workplace within the framework of the applicable regulations. It shall take the best possible precautions against accident risks and train its employees in occupational safety issues. It supports continuous further development to improve the working environment.

9. FAIR WORKING CONDITIONS

The partner respects the right to freedom of association of its employees within the framework of the applicable rights and laws. It undertakes to respect the personal dignity, privacy, and personal rights of each individual and not to tolerate unacceptable treatment of employees, such as physical punishment, sexual and/or personal harassment and/or discrimination. The partner ensures appropriate remuneration and guarantees to pay its employees the minimum wage stipulated by national law.

It also ensures that the maximum working hours stipulated in the respective country are adhered to.

10. ENVIRONMENTAL PROTECTION

The partner is committed to the goal of environmental protection in the long term. Laws and international standards issued for the protection of the environment must be observed. He undertakes to minimise environmental pollution and to constantly improve environmental protection. He supports environmentally conscious behaviour by its employees.

11. TRADE SECRETS

The Partner shall oblige its employees to observe trade and business secrets.

Confidential information and/or documents may not be passed on or made accessible to third parties unless written permission has been granted or the information is publicly accessible.

12. CONTRACTUAL PARTNER OF THE PARTNER

The Partner is requested to communicate the principles of this Code of Conduct to its direct contractual partners, to promote compliance with the contents of this Code of Conduct to the best of its ability and to request that they also comply with the principles. He is also requested to recommend to his contractual partners that they in turn request their contractual partners to comply with these principles.

13. COMPLIANCE

The partner is at liberty to introduce further-reaching behavioural guidelines with higher requirements for ethical conduct. It undertakes to communicate the content of this Code of Conduct to its employees and to publicise the resulting obligations.

14. WHISTLEBLOWING POLICY

Every employee has the right to inform their manager or management of circumstances that indicate a breach of the regulations contained in this Code of Conduct; this can also be done anonymously. The information will be investigated, and the necessary remedial measures taken. Exercising the right to lodge a complaint must not and will not lead to any disadvantages. The complaint must be submitted to Human Resources or directly to the management. The rights of the works council remain unaffected.

DELCOTEX Delius Techtex GmbH & Co. KG reserves the right to check compliance with this Code of Conduct at any time and without prior notice or to have it checked by independent third parties.

The reviews are always carried out within the framework of the applicable law.

DELCOTEX Delius Techtex GmbH & Co. KG must be informed immediately if a violation of the applicable law or the regulations of the Code of Conduct is detected.

DELCOTEX Delius Techtex GmbH & Co. KG reserves the right to terminate the contract if the partner violates applicable law or the code of conduct.



Bielefeld, 18 May 2022

DELCOTEX Delius Techtex GmbH & Co.KG

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