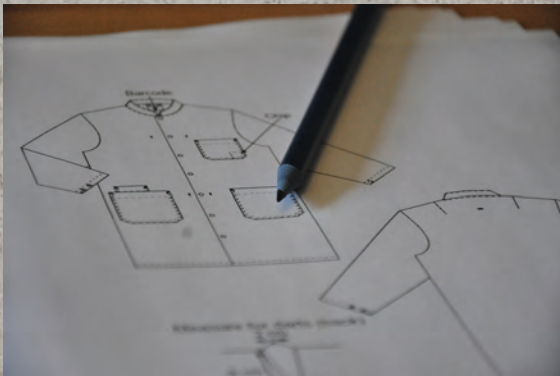
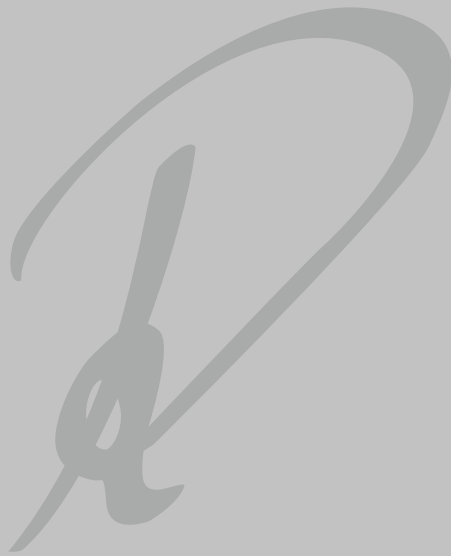


Code of Conduct



Reisinger
PREMIUM
WORK WEAR



Preamble

REISINGER premium workwear complies with the ten principles of the United Nations Global Compact in the areas of human rights, employee rights, environmental protection and anti-corruption.

The supply chain on which our business is based includes many processes requiring us to be aware of our responsibility and influence. Through our activities, we aim to respect human rights, workers' rights and the environment as well as prevent corruption.

The 10 principles of the Global Compact form the basis of our Code of Conduct. REISINGER premium workwear therefore expects, among other things, that suppliers sign and comply with our declaration of the Code of Conduct.

It is our declared goal to reduce a negative impact on the environment and climate. We are specifically focusing on making administrative and warehouse processes more environmentally and climate-friendly. We will continuously evaluate our efforts in these areas and regularly undertake new ones.

Our approach to greater social and environmental responsibility is reflected in a series of concrete guidelines.

1 Law and Order

REISINGER premium workwear supports and respects internationally declared human rights.

2 Forced Labour and Child Labour

REISINGER premium workwear does not accept any forced or child labour in the preceding production stages.

3 Working Hours and Rest Periods

REISINGER premium workwear complies with national laws and industry standards regarding working hours, overtime, rest periods and (public) holidays.

4 Freedom of Association

REISINGER premium workwear recognises the right to freedom of association and the right to collective bargaining.

5 Discrimination

REISINGER premium workwear makes sure to not participate in human rights violations and does not accept them in any way within its own sphere of influence.

6 Salaries and Working Conditions

REISINGER premium workwear excludes any form of discrimination with regard to employment and occupation.

7 Occupational Safety

REISINGER premium workwear cares for safe and healthy working conditions preventing accidents and injuries and minimizing their occurrence.

8 Against Corruption

REISINGER premium workwear is committed to fighting corruption, extortion and bribery.

REISINGER premium workwear Code of Conduct

In accordance with the ILO Convention, the Universal Declaration of Human Rights of the United Nations, the UN Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women, the Global Compact and other international treaties, the Code of Conduct of REISINGER premium workwear aims to comply with certain social and environmental standards.

Suppliers of REISINGER premium workwear who sign the Code of Conduct commit themselves to adhere to the environmental and social standards applicable to their area and to take appropriate measures so that their company policy complies with the above requirements and conventions.

In addition, REISINGER premium workwear suppliers should ensure that their own subcontractors involved in production processes comply with the Code of Conduct.

Suppliers of REISINGER premium workwear undertake to comply with the Code of Conduct within their own framework, to comply with the following criteria:

1 Law and Order

- All applicable laws and regulations must at least comply with ILO and UN conventions and other locally dependent legal requirements. Amongst those the most far-reaching standard is to be followed in any case.

2 Forced Labor

- Ensuring that neither coercion, threats nor disciplinary measures are used to force people to work.
- The supplier/producer will not use debt slavery or forced transportation to force people to work in violation of human rights.

- REISINGER premium workwear does not cooperate with companies that engage in forced labor or withhold employee identity papers or wages to force employees to work. Neither the company nor any entity that provides labour to the company may support or participate in human trafficking.

3 Child Labour

- REISINGER premium workwear prohibits any form of child labour in the entire supply chain.

4 Working Hours and Rest Periods

- Suppliers of REISINGER premium workwear must comply with national laws and industry standards regarding working hours, overtime, rest periods and holidays. The maximum permitted weekly working time is defined as national law, but may not regularly exceed 48 hours. The maximum permissible overtime may not exceed 12 hours per week.
- Overtime must only be voluntary and paid in accordance with the applicable tariff.
- Ein Lohnempfänger hat nach sechs aufeinander folgenden Arbeitstagen Recht auf einen freien Tag.
- A wage earner is entitled to a day off after six consecutive working days.
- Exceptions to this rule only apply if both of the following conditions are met:

a) national legislation on overtime exceeds this limit; and

b) a freely negotiated collective agreement applies and contains a provision on the average working time with corresponding rest periods. This is in line with ILO Conventions 1, 14 and ILO Recommendation 116.

5 Discrimination

- The supplier / producer must ensure that nobody in the company is discriminated against on the basis of gender, skin colour, religion or belief, political opinion, sexual orientation, national origin, social origin, ethnic origin, marital status, age, disability or other circumstances that could give rise to discrimination.
- The supplier/producer must ensure that in the event of recruitment, dismissal, relocation, further training, promotion, remuneration, retirement, setting working conditions or skills development no discrimination against

employees occurs in their company. All decisions regarding recruitment, promotion, dismissal, remuneration or other working conditions are based on relevant and objective criteria.

- This is in accordance with ILO Conventions 100, 111, 143, 158, 159, 169 and 183.

6 Salary and Employer-Employee Relationship

- It must be ensured that all employees receive a minimum wage that meets or exceeds the statutory minimum standards or industry standards.
- Unlawful, unauthorized, or disciplinary deductions from salary are prohibited. In cases where statutory minimum wages and/or industry standards do not cover the minimal cost of living, the supplier of REISINGER premium workwear will be requested to provide appropriate compensation.
- Discounts on wages as disciplinary measures are prohibited unless they are in accordance with national legislation and a freely negotiated collective agreement is in force.
- The supplier of REISINGER premium workwear must ensure that the salary and other benefits for the employee are clearly defined. In addition, wages and social benefits must comply with applicable laws and regulations.
- Overtime must be remunerated at applicable rates as defined by national law. In countries where overtime rates are regulated by law or collective agreement, the employee must be paid at least as much overtime as is standard in the industry.

This is in accordance with ILO Conventions 12, 26, 101, 102 and 131.

7 Occupational Safety, Health & Safety at Work

- The supplier must ensure a safe and healthy working environment and take effective steps to prevent potential accidents and damage to health at work.
- In addition, the company must minimise the causes of hazards in the work environment, taking into account the prevailing knowledge of the industry and any specific risks.
- Clear health and safety rules and procedures must be established and followed, in particular the provision and use of Personal protective equipment, toilets, clean drinking water and food storage facilities.
- The supplier must ensure that staff rooms and facilities are clean, safe and meet basic needs.
- All employees have the right to leave in the event of serious imminent danger without prior request for permission. Young employees in particular must not be exposed to dangerous, unsafe or unhealthy situations.

This is in accordance with ILO Conventions 155 and 184 and ILO Recommendations 164 and 190.

8 Environmental Impact

- Suppliers are obliged to continuously monitor and comply with REACH Regulation EU No. 1907/2007 Article 57 - Candidate List. This is a list of dangerous substances (SVHC) which can be found on the website of the European Agency:
http://echa.europa.eu/chem_data/candidate_list_table_en.asp
- See Annex XIV for the latest recommendations and accompanying reports:
<https://echa.europa.eu/de/authorisation-list>
- It is our goal that our suppliers, taking into account their financial, geographical and innovative capabilities, always focus on minimizing their environmental impact.

9 Against Corruption

REISINGER premium workwear is against all forms of corruption, including extortion and bribery.

- Suppliers and subcontractors of REISINGER premium workwear must fight all forms of corruption, bribery and extortion. This also includes payments or other services to representatives of the authorities with the aim of influencing decisions.

10 Control and Repeated Control

- The supplier / producer must ensure that nobody in the company is discriminated against on the basis of gender, race, skin colour, religion or belief, political opinion, sexual orientation, national origin, social origin, ethnic origin, marital status, age, disability or other circumstances that could give rise to discrimination.
- Management has a responsibility to ensure proper implementation and continuous improvement through corrective actions and regular reviews of the Code of Conduct. It is also responsible for communicating the requirements of the Code of Conduct to all employees.
- In addition, complaints about non-compliance of employees with the Code must be addressed.

The signatories confirm the following:

1. We have received and taken note of the REISINGER premium workwear Code of Conduct.
2. We observe all relevant laws and regulations in the country or countries our company operates in.
3. We will inform REISINGER premium workwear if conflicts arise between the provisions of the Code of Conduct and the laws and regulations in our country.
4. We will perceive the Code of Conduct and on its basis formulate a development-oriented approach - without change or repeal.
5. We will inform all our suppliers of the content and requirements of the REISINGER premium workwear Code of Conduct and ensure that they comply with its provisions.
6. REISINGER premium workwear and any organization acting on behalf of the Company may conduct a review at any time, with or without notice, at the premises of the supplier and subcontractor.

Consequences of non-compliance

We guarantee that the production of goods for REISINGER premium workwear and/or the provision of services will take place exclusively at the locations we have specified. We are aware that failure to provide information about the places where products and/or services are manufactured is a sufficient reason to immediately terminate all contractual obligations.

Signature