

CODE OF CONDUCT FOR SUPPLIERS

PREAMBLE

Many factors contribute to the success of A&R Textilproduktion GmbH. They include the breadth and quality of our products and services as well as our claim to be an exemplary company in every respect.

Other factors are more difficult to measure, but determine no less who we are and how we are perceived as A&R.

One of these factors is our good reputation. It is also based on the fact that we do not compromise when it comes to ethical behaviour during and beyond of daily working hours.

This code of conduct summarizes the rules according to which A&R and our suppliers must comply in order to abide by laws and regulations. It also takes into account our values and principles of security, integrity, sustainability and respect.

The consistent implementation of these values in daily behaviour helps to ensure that we continue to act appropriately as an employer, contractor and customer of our suppliers.

We therefore expect our suppliers to act according to our principles of social responsibility. In all business activities in their own sphere of influence, suppliers should ensure that their business partners and subcontractors also recognize these principles. This code of conduct is based on the principles of the United Nations Global Compact and the Declaration of the International Labor Organization (ILO) on the principles and rights at work.

A&R reserves the right to promptly request appropriate measures from the supplier in the event of violations of this code of conduct. In serious cases, we reserve the right to terminate the business relationship.

1. SOCIAL ASPECTS AND HUMAN RIGHTS

For A&R, the observance of internationally recognized human rights is the basis for all business relationships. We expect from our suppliers that they comply with the principles of the code of conduct and neither commit nor participate in human rights violations.

- **Ban on Child Labor and forced Labor**
We expect from our suppliers that they observe the minimum age defined by the International Labor Organization (ILO) and comply with existing rules concerning the respective national employment permits. Furthermore, we expect that every form of forced labor is rejected.
- **No Discrimination**
When recruiting staff, we expect that our suppliers always base their decisions solely on the qualifications and skills of candidates in line with the principle of equal opportunity, as well during employment.
- **Remuneration and Working Times**
We expect from our suppliers that remuneration and benefits at least conform to the statutory minimum wage and the statutory working hours / licensing agreement of the country concerned.
- **Freedom of Association**
Our suppliers must recognize the basic right of every member of the staff to join employee organizations.
- **Industrial Health and Safety**
We expect our suppliers to emphasize a safe and hygienic working environment. The conditions should always meet at least the national standards of the country concerned.

2. ENVIRONMENTAL PROTECTION

We expect our suppliers to comply with all applicable environmental laws, standards and other regulations. Pollution and risks to the environment should be minimized and environmental protection improved steadily in daily business operations.

3. HANDLING INFORMATION

We expect our suppliers to guarantee the protection of all information that requires protection. Furthermore, the obligation to maintain secrecy must be observed.

4. BAN ON CORRUPTION AND BRIBERY

We expect our suppliers to reject any form of corruption, including blackmail and bribery. Among other things, this includes granting or accepting benefits (e.g. gifts, invitations or other benefits) outside the legally permissible limits. Furthermore, we expect fair competition to be just as important to our suppliers as it is to us.

COMPLIANCE WITH A&R CODE OF CONDUCT FOR SUPPLIERS

These expectations are regarded as the basis for maintaining successful business relationships with our partners. We expect our suppliers and other business partners to conduct their affairs in a legally and ethically irreproachable manner in the spirit of this code of conduct for suppliers.

In signing this document, the supplier agrees to comply with and recognize all principles and rules of this code of conduct, in addition to the obligations contained in supply agreements.

Place, Date

Signature

Name (in printed letters), Position

Company Stamp

January 2020

References:

Gewerbegebiet Bernried 3
88099 Neukirch / Germany
Ph. +49 (0) 7528 92095-0
Fax +49 (0) 7528 92095-10
E-Mail: info@ar-textil.de
www.ar-textil.com