



# Business Partner Code of Conduct

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## 1. Purpose and Scope

According to its own understanding, Global Safety Textiles (“GST”) stands for innovation, responsibility, fairness, and customer orientation. Our behavior is based on these values. Not only do they govern how we deal with each other and work together, but they also apply to our contact with customers, suppliers, and other business partners.

Being a global company, with a global footprint, GST is aware of its social responsibility and stands by this. To ensure compliance with basic ethical principles and statutory provisions within its own supplier base, these Business Partner Principles were developed for all business partners of the GST Group.

These Business Partner Principles lay out the minimum requirements and specify the core principles GST expects all of its business partners to adhere to when engaging in business with any entity that is part of or affiliated with GST.

GST reserves the right to suspend or cease its business relationship with any business partner that does not comply with these principles or applicable law.

Business partners are all natural or legal persons from whom GST procures supplies or services or to whom GST sells products or services. For instance, business partners include but are not limited to suppliers, customers, commercial agents, representatives, intermediaries, consultants, or other providers of goods and services.

The principles embodied in this document are drawn upon those embedded in human rights initiatives – including but not limited to the following:

- The UN Universal Declaration of Human Rights
- Global Sullivan Principles of Social Responsibility
- International Labor Organization’s Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- International Labor Organization Tripartite Declaration of Principles concerning Multinational Enterprises on Social Policy
- Other relevant local law or legislation

## 2. Responsibility

GST’s business partners are obligated to fully comply with local regulations, laws and GST policies. It also serves to highlight the importance to conduct activities in accordance with the following principles.

GST’s business partners must ensure that the same is put into practice throughout the business partners’ supply chain.

## 3. Human rights & Working Conditions

### Respect for the Basic Human Rights of Employees. Non-harassment and Non-Discrimination

- The supplier respects and supports compliance of internationally recognized human rights. The supplier rejects every form of forced labor and may not employ any person, who is under the statutory minimum age as stated in the applicable laws. The supplier is committed to the principle of equal opportunity when selecting and promoting its employees. In doing so, GST refrains from any discriminatory treatment based on age, disability, race, ethnic background, skin color, gender, pregnancy, sexual identity, nationality, religion, marital status, or other characteristics of its employees. Discriminatory behavior and sexual harassment will not be tolerated.

### Child Labor and Forced Labor

- Child labor is not tolerated, and the age of employment in accordance with legally established minimum ages in the country where work is performed shall be complied with. Employing any person below the age of 15 is prohibited, except when clearly beneficial to the persons participating and allowable by local legislation. Any forms of physically abusive disciplinary practices are not tolerated, nor are any forms of forced, compulsory or involuntary labor, including human trafficking.



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### Freedom of Association & Collective Bargaining

- In accordance with local laws, suppliers will respect the rights of their employees to associate freely. Suppliers will neither advantage nor disadvantage employees who act as workers' representatives or who are members of labor unions.

### Fair Working Conditions

- Working conditions, hours worked, and compensation must be fair, and comply with regulations in the country where work is performed, complying with national provisions and agreements applicable to regulating working hours, minimum wages, overtime compensation, and legally mandated benefits.

### Working Hours and Paid Holidays

- Suppliers will comply with national provisions and agreements regarding working hours and paid holidays.

### Health, Safety and Environmental Protection

- To act in harmony with the environment and to avoid hazards to humans and the environment, compliance with all applicable health, employment and environment related laws and guidelines is required. Provide awareness, support, and the necessary tools to identify and mitigate current and potential health hazards and risks.

### Conflict Minerals

- Ensure responsible procurement in the Democratic Republic of Congo (DRC) in the extraction and trade of ores of tantalum, tin, tungsten, and gold ("Conflict Minerals") through abstaining from the procurement or usage of materials which are unlawful, or which are obtained through unethical or otherwise unacceptable means.

## 4. Business Conduct & Ethics

### General Principles, Laws and Statutes

- The supplier commits to upholding its social responsibility in all business dealings. In all its business activities and decisions, the supplier shall respect the laws in effect and any other applicable provisions in the countries where it is active.

### Prohibition of Corruption and Bribery

- Any form of corruption, extortion or embezzlement is prohibited. Neither practiced nor tolerated. Either at home or abroad, unethical behavior may not be used to unlawfully influence others in business dealings by exchanging gifts or offering or granting other benefits. The same applies to the unlawful acceptance of benefits.

### Adherence to Antitrust law

- Suppliers will conduct their business in line with fair competition and in accordance with all applicable antitrust laws.

### Foreign Trade/Export Controls

- All rules under foreign trade, tax and customs law of those countries in which the business partner does business have to be complied with.

### Trade and Business Secrets / Data Protection

- When conducting business with GST, business partners must ensure that sensitive business, technical and financial information, know-how and trade secrets are appropriately protected with regards to confidentiality, availability and integrity and not disseminated without the appropriate authorization or in accordance with applicable legal requirements.
- Additionally, GST's business partner has to protect rights to privacy, in conformance with the applicable law in all business processes, to avoid data breaches and cyber security attacks.



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## Other Business Partners

The Global Safety Textiles Business partners promotes the compliance of the content of these principles to the best of their ability among their other Business Partners.

## 5. Compliance

Every business partner is responsible for ensuring that its employees, representatives and agents comply with these Business Partner Principles in their business dealings with GST. In order to effectively evaluate and ensure that the supplier maintains compliance at all levels of its operations, GST expects the supplier to implement a compliance management system that at a minimum includes the following:

- **Supply Chain.** Processes to effectively communicate the principles of this Supplier Code of Conduct to its suppliers and sub-suppliers and require its supply chain to comply with the principles of this Supplier Code of Conduct to the best of its ability.
- **Risk Management.** Measures to effectively monitor and verify compliance with the Supplier Code of Conduct, including maintaining documentation to demonstrate its commitment to the Supplier Code of Conduct.
- **Training Programs.** Training programs to educate its employees about the principles of this Supplier Code of Conduct and any applicable laws and regulations referenced herein.
- **Reporting Channel.** If not already existing, the supplier has to implement an internal reporting channel for its employees to ensure that violations of applicable laws and regulations can be reported. The supplier has to ensure the protection of the identity of the reporter and has to ensure that employees who report a violation do not need to fear any negative consequences for themselves.

## 6. Environmental Protection

Respecting our planet's natural habitat, conserving resources, and reducing pollution is of utmost importance. GST therefore requires its business partners to share GST's commitment to environmentally friendly product design, GST holds itself to the highest product standards and is committed to making high quality products that are safe and comply with all applicable laws, regulations, and standards.

GST holds its business partners to the same reducing the environmental impact of business processes, continually improving energy utilization, and working towards a climate neutral conduct of business.

## 7. Product Compliance

GST holds itself to the highest product standards and is committed to making high quality products that are safe and comply with all applicable laws, regulations, and standards. GST holds its business partners to the same reducing the environmental impact of business processes, continually improving energy utilization, and working towards a climate neutral conduct of business. high standards and expects them to also deliver fully compliant products of the same high level of quality and safety. GST does not tolerate illegal or unethical conduct by its business partners in respect of their products.