



# Human Rights and Environmental Policy

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## Preamble

Fairness and transparency have long been established as important principles for the conduct of business transactions at Global Safety Textiles (“GST”). This also extends to a clear commitment to and support of internationally recognized human rights. Within our company and in our dealings with business partners we attach great importance to mutual respect, trust, tolerance and fairness. The dignity, privacy and personal rights of each and every individual must be respected. We refuse all forms of human trafficking, forced labor or child labor. Furthermore, we do not tolerate discrimination because of skin color, gender, religion and belief, age, nationality, social or ethnic background, pregnancy, disability, sexual orientation, or political and trade union activity. We acknowledge that GST bears responsibility for its value chain to respect and support internationally recognized human rights standards. We regard it as our obligation to observe national and international laws and regulations worldwide at our locations.

Furthermore, environmental protection is an important part of the company policy at GST. We are aware that our activities may affect the environment. Therefore, it is our duty to reduce the impact on the environment to the possible minimum within the scope of economic and technical possibilities and by means of well-thought-out processes. Our responsibility in dealing with the environment and resources requires the identification and evaluation of our significant environmental aspects as well as the fulfillment of defined environmental goals and programs and their verification on the basis of measurable characteristics. It is a matter of course for us to comply with legal and official regulations and other environmental interests, as well as with the environmental protection requirements we set ourselves.

## 1. Human rights and labor standards

We respect human dignity and uphold internationally recognized human rights, as set out in particular in the United Nations (UN) Universal Declaration of Human Rights and addressed in the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We also take into account the internationally recognized labor standards of the International Labour Organisation (ILO). In all our business activities, we always strive to neither cause nor contribute to human rights violations. We expect the same from our business partners. As far as necessary and possible, we support our suppliers in this.

### 1.1 Employment relationships.

We appreciate our employees. We reject any form of unlawful punishment, abuse, harassment, intimidation or other undignified treatment towards workers. We abide by the applicable labor law in all employment relationships and expect the same from our contractual partners. At the beginning of the employment relationship, employees shall be provided with comprehensible information about the essential terms and conditions of employment, including their rights and duties, as well as the working hours, remuneration and payment arrangements and modalities. We respect and protect the right of employees to terminate their employment in accordance with the applicable notice period.



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### 1.2 Prohibition of child labor and protection of young employees.

We do not tolerate child labor and observe the applicable legal minimum age for admission to employment. We do not employ persons under the age at which compulsory education ends under the law of the place of employment. We expect our contractors to have adequate means of determining age to prevent child labor. If the use of child labor is identified, all necessary measures are immediately initiated focusing on the best interests, protection and development of the child. For people under the age of 18, the rights of young workers shall be observed; they may only be hired if it is ensured that the working and employment conditions do not pose a risk to their health, safety or morals, nor are they harmful to their development.

### 1.3 Prohibition of forced labor.

We reject all forms of forced or compulsory labor, including any form of bonded labor, serfdom, slavery or slave-like practices, trafficking in human beings or any other involuntary labor and services that are not in conformity with internationally recognized labor and social standards.

### 1.4 Remuneration.

We adhere to the statutory or – where applicable – collective agreement provisions for the remuneration of work performance. We ensure that the wage paid by us does not fall below the applicable statutory minimum wage or the applicable collectively agreed minimum wage set or customary in the sector. In countries or regions without a statutory or collective wage framework, we pay particular attention to the fact that the wages paid are sufficient for regular full-time work to meet the basic needs of the employees. We do not tolerate deductions from wages that are not permitted by law.

### 1.5 Working hours.

We adhere to the statutory or applicable collective agreement provisions on working time, including overtime, rest breaks and annual leave. In any event, we make sure that:

- the regular weekly working time does not exceed the maximum of weekly working hours permitted by local law,
- that the right to rest breaks is respected on each working day,
- that six consecutive working days are regularly followed by a day off
- and that public or religious holidays and holiday leave are respected.

Overtime shall be compensated or remunerated at least in accordance with statutory or collectively agreed regulations; it shall be ordered exceptionally and exclusively on a statutory, collectively agreed or contractual basis.



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### 1.6 Freedom of association.

We respect the right of employees to freedom of association, freedom of assembly and the right to collective bargaining and wage negotiations, insofar as this is legally permissible and possible in the respective country of employment. If this is not permissible, we seek appropriate compromises for our employees.

### 1.7 Diversity and inclusion, ban on discrimination.

Our organization promotes a work environment where there is no room for any kind of discrimination based on ethnic background, gender, religion, age, nationality, pregnancy, disability, sexual orientation, political and trade union involvement, and other traits protected by relevant law. We prevent discrimination on such grounds and to offer equal opportunities in employment and equal wages for equal work. We also believe in the principle of equal pay for employees of all genders for work of equal value.

### 1.8 Health and safety at work.

We adhere to national and international occupational health and safety standards and ensure a safe and healthy working environment to maintain the safety and health of our employees, protect third parties and prevent accidents, injuries and work-related illnesses. This shall include regular risk assessments of the workplace and the implementation of appropriate security and precautions, including the provision of appropriate personal protective equipment. We ensure that our employees are trained in all relevant occupational health and safety topics.

### 1.9 Rights of Indigenous Peoples and Local Communities.

We value the rights of local communities and indigenous peoples who may be impacted by our business activities. We consider how our operations affect the living conditions and well-being of the local communities, which specifically includes avoiding unlawful eviction and loss of land, forests, and waters as well as damaging cultural sites. Our business partners must also follow these principles and shall obtain free, prior, and informed consent (FPIC) from local communities for projects on the land they occupy as defined by the UN Declaration on Rights of Indigenous Peoples and the ILO Convention No. 1698.



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### 2. Environmental responsibility.

The protection and preservation of natural resources concerns and obligates us all. With this in mind, we conduct our business activities considering the ecological aspects and are committed to the goal of a climate-neutral future.

#### 2.1 Protection of the environment and climate.

We assume our environmental responsibility by complying with applicable legal requirements and recognized standards for the protection of the environment and climate, and by making efforts to continuously improve the impact of our business activities on the environment and climate. We have taken appropriate measures, which are based on legal and internationally recognized standards, and cover the following topics, among others:

- We are committed to the professional and responsible handling of hazardous substances, chemicals, and waste. This includes proper disposal methods in compliance with relevant regulations.
- We strive to reduce or prevent waste and minimize emissions from our operations. This encompasses wastewater, waste air, noise, and greenhouse gases.
- We aim to conserve natural resources by implementing measures to save water, chemicals, and other raw materials.
- Enhancement of Energy Efficiency and Renewable Energy Use: We endeavor to increase energy efficiency and the proportion of green or renewable energies in our company's energy consumption. We will achieve by promoting the Recycling and Environmental Technologies: We advocate for the use of recycling and other climate-friendly technologies, processes, raw materials, and products.
- Efforts to increase the energy efficiency and the proportion of green or renewable energies in energy consumption at our company locations.
- We are dedicated to maintaining and improving air quality. We will comply with all relevant regulatory requirements and strive to exceed them where possible. We will monitor our emissions, implement technologies to reduce pollutants, and promote practices that contribute to cleaner air.
- We are committed to reducing our carbon footprint by investing in renewable energy sources. We aim to transition to 100% renewable energy for our operations during the next decades. This includes the use of solar, wind, and other sustainable energy sources. We will also explore opportunities for energy efficiency and conservation in all aspects of our operations.
- We recognize the impact of noise on the environment and local communities. We will strive to minimize noise emissions from our operations through careful planning, use of low-noise equipment, and implementation of noise reduction technologies. We will comply with all relevant noise control regulations and aim to maintain noise levels below the statutory limits.



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### 3. Reporting of violations.

Violations or suspects of violations can be reported according to the contact channels as stated in the GST Code of Conduct.