

Stand | April 2025



WE SURE KNOW TEXTILES

CODE OF CONDUCT OF TEXTILCOLOR GROUP

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PRELIMINARY TO THE CODE OF CONDUCT OF TEXTILCOLOR AG

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Responsible, sustainable and lawful behaviour is one of the core values of Textilcolor AG and is of fundamental importance for the perception of the company and the trust of our business partners. We are firmly convinced that for the long-term success of the Textilcolor Group, ethically and legally correct behaviour must have a higher priority than simply maximising sales and margins and is a matter of course. Acting with integrity and at the same time in a profit-orientated manner in all business activities is therefore our maxim.

This Code of Conduct formulates the relevant guidelines for our behaviour in our relationships with our employees and business partners in our day-to-day business and our expectations of our suppliers. It applies equally to all Textilcolor Group sites.

It is not only within Textilcolor AG that we have set ourselves a high level of expectations with our corporate principles; we also expect and demand that our suppliers and business partners act in accordance with the applicable laws and regulations and in line with the guidelines of this Code of Conduct. Every contractual partner undertakes to fulfil the principles and requirements of the Code of Conduct and to actively communicate them in their supply chains.

This agreement comes into force upon signing. A breach of this Code of Conduct may ultimately be reason and cause for the company to terminate the business relationship, including all associated supply contracts.

Sevelen, in April 2025

Members of the Executive Board of Textilcolor AG



D. Fischer

Detlef Fischer | CEO



C. Fischer

Corinna Fischer-Sturm | COO



H. Waibel

Hans-Peter Waibel | CFO



S. Haberl

Sabrina Haberl | Head of Product Safety

A photograph of two business people shaking hands. The person on the left is wearing a pink shirt, and the person on the right is wearing a dark blue jacket. In the background, there is a grey banner with the Textilcolor logo (a large 'T' and 'C' with 'TEXTIL COLOR' in between) and the text 'WE SURE KNOW TEXTIL' and 'Empfang | Reception >'.

BUSINESS ETHICS AND MARKET BEHAVIOUR

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2.1 | Compliance with laws

Textilcolor AG expects its suppliers and business partners to comply with all applicable laws and regulations to the same extent as it expects of itself. Where this Code of Conduct contradicts or violates the applicable laws and regulations, the supplier and business partner must inform Textilcolor AG immediately in order to work out a solution together.

2.2 | Fair competition

Our suppliers and business partners are fully committed to functioning and unhindered competition as one of the cornerstones of our social and economic system. Applicable competition and antitrust law applies to every business activity, especially with regard to the exchange of competition-sensitive information and restrictive practices such as price fixing, market sharing and customer allocation.

2.3 | Prohibition of corruption and bribery

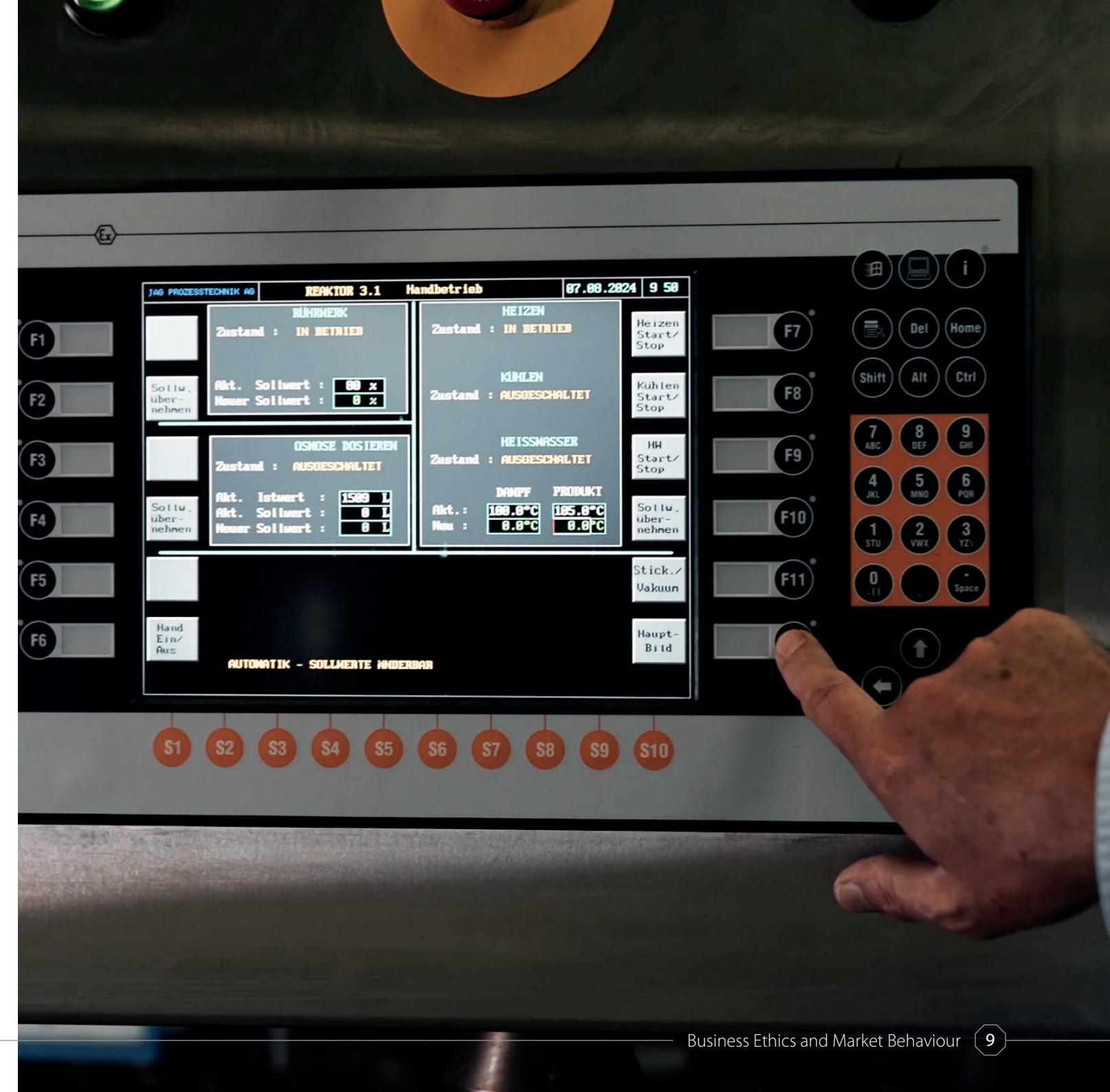
Textilcolor AG bases all its business activities on the highest moral standards. All suppliers and business partners must be committed to the prohibition of any form of extortion, embezzlement, fraud, corruption, acceptance of advantages or bribery. In addition, the applicable national and international legal obligations regarding the prevention of money laundering must be complied with and the financing of terrorism must be prevented.

Applicable foreign trade regulations, the requirements of the applicable sanctions regulations and customs regulations must be observed in all business activities.

2.4 | Data protection

Our suppliers and business partners ensure that sensitive data (business secrets and personal data) is collected, processed, secured and deleted properly and in accordance with the law. They obligate their employees accordingly. Data worthy of protection may not be passed on to third parties without authorisation or published in any other form and must be protected in this respect.

Intellectual property rights must be respected. Technology and expertise must be transferred in such a way that intellectual property rights and customer information are protected.





HUMAN RIGHTS AND WORKING CONDITIONS

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» *Textilcolor AG's Code of Conduct is based on the fundamental values of the UN Guiding Principles on Business and Human Rights and the declarations of the International Labour Organization (ILO) on the fundamental principles of labour rights.* «

3.1 | Respect of the fundamental rights of our employees

Textilcolor AG and all persons and companies involved in its business activities are committed to respecting the internationally recognised human rights of its employees and to treating them with dignity and respect.

3.2 | Prohibition of discrimination

Textilcolor AG endeavours to foster a climate of mutual respect and tolerance among its employees, which excludes disadvantages and discrimination on the grounds of gender, age, origin, race, sexual orientation, language, social status, lifestyle, religious, ideological or political convictions or on the grounds of physical, mental or psychological disability, and prevents harassment and health impairments.

3.3 | Protection of personal integrity

Bullying, discrimination, violence, sexual harassment and forms of technical surveillance violate people's dignity and self-worth. Such violations impair the well-being and health of those affected, as well as co-operation within the company. They are therefore not tolerated in our company. Persons who harass or discriminate against others, but also persons who knowingly accuse others of misbehaviour, can be sanctioned.

Employees contribute to a working environment free of harassment and discrimination, behave considerately and respect the dignity and integrity of others. All employees are taken seriously with their strengths and weaknesses. People who feel repeatedly bullied, harassed or excluded from events and the flow of information set clear boundaries for the harasser, contact a person they trust and complain to their own line manager or the line manager of the person who is bullying or harassing them.

3.4 | Prohibition of child labour and forced labour

Textilcolor AG does not tolerate forced labour or child labour within its own group of companies or in its supply chain.

Our suppliers and business partners adhere to the requirements of the conventions of the International Labour Organisation of the United Nations on the minimum age for the admission of children to employment. Accordingly, the age may not be less than the age at which compulsory schooling ends under the law of the place of employment and may under no circumstances be less than 15 years of age. Children must not be prevented from completing their education through gainful employment and thus be restricted in their development.

Our suppliers and business partners must take appropriate and reasonable measures to prevent any form of forced labour, slavery, slavery-like practices, servitude or other forms of domination or oppression in their own company and along the supply chain. All labour must be voluntary and without threat of punishment.

Employees must be able to terminate their work or employment relationship at any time with reasonable notice. In addition, there must be no unacceptable treatment of employees, such as psychological hardship, sexual and personal harassment and humiliation.

3.5 | Fair pay and working hours

Every employee must be paid an appropriate wage for regular working hours and overtime. This must at least correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. The local cost of living for employees and their family members as well as local social benefits must be taken into account.

Overtime pay shall in any case be higher than the pay for regular working hours. Employees must be granted all legally prescribed benefits.

Working hours must comply with applicable laws or industry standards. The working time and break regulations take into account both operational and individual concerns. The working hours must comply with the respective national laws and regulations. If no national regulation is applicable, the international standards of the ILO (International Labour Organisation) apply.

3.6 | Freedom of Association

Our employees and the employees of the players in our supply chain have the right to form and join associations in accordance with the respective national legislation. In cases where freedom of association and the right to collective bargaining are restricted by law, employees must be given alternative opportunities for independent and free association with the aim of finding a fair balance between the economic interests of the company and the interests of the employees.

3.7 | Protection of health and occupational safety

We are aware of the importance of a safe and healthy working environment.

In the interests of employee health protection and accident prevention, Textilcolor AG takes all measures that are necessary according to experience, possible according to the state of the art and appropriate to the circumstances of the company. Health protection and occupational safety are a joint responsibility of Textilcolor AG and its employees.

Our suppliers and business partners are responsible for the conditions at their production sites. Textilcolor AG expects that the necessary precautionary measures to prevent accidents and damage to health are taken by applying suitable occupational safety systems. Appropriate measures must be taken to protect against exposure to chemical, biological or physical hazards.





SUSTAINABILITY AND ENVIRONMENTAL PROTECTION

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In the understanding that we only have this one earth on which we live and do business, careful use of resources is the basic prerequisite for the long-term existence and success of the Textilcolor Group.

Textilcolor AG therefore expects its suppliers and business partners to adopt a conscious and careful approach to their business activities and to continuously reduce energy and water consumption as well as waste volumes and other environmental emissions. This goes hand in hand with the monitoring and documentation of energy consumption, waste water and waste volumes and air emissions.

Chemicals and other substances that pose a risk if released into the environment must be handled in such a way that neither people nor the environment are endangered when handling these substances.

Our suppliers and business partners are required to monitor air and noise emissions as well as greenhouse gas emissions and to minimise them in an economically viable manner. Waste water from operating procedures, production processes and sanitary facilities must be checked and, if necessary, cleaned before discharge if the initial conditions do not meet the prescribed discharge conditions.

REPORTING OF POSSIBLE MISCONDUCTS

Any person who becomes aware of violations of the expectations set out in this Code of Conduct is requested to contact Textilcolor AG and report the matter.

» Contact address:
Textilcolor AG
Industriestrasse 5
CH-9475 Sevelen
compliance@textilcolor.ch

COMMITMENT OF THE BUSINESS PARTNER

The supplier or business partner hereby declares

- to comply with the laws and regulations of the applicable legal system
- to have understood this Code of Conduct and to undertake to comply with its requirements
- to fulfil the communicated ethical and social standards
- to communicate the contents of the Code of Conduct to employees of their own company and in their own supply chain

Company

Contact person

Phone

E-Mail

Direction

Place, Date

Stamp and Signature



www.textilcolor.ch



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