

CODE OF CONDUCT

of the Getzner Textil AG Group



1	THE IMPORTANCE OF THE CODE OF CONDUCT FROM THE PERSPECTIVE OF THE EXECUTIVE BOARD	3
2	SUBJECT OF THE CODE OF CONDUCT	5
3	OUR COMMITMENT	7
4	OUR VALUES	9
5	OUR CODE OF CONDUCT	11
	5.1 Ethical and social responsibility	12
	5.2 Social responsibility and compliance	13
	5.3 Interaction with employees	13
	5.4 Safety in the workplace	13
	5.5 IT Security	13
	5.6 Corporate Communications	14
6	RESPONSIBILITY TOWARDS BUSINESS PARTNERS AND COMPETITORS	15
	6.1 Competition and antitrust law	16
	6.2 Anti-corruption	16
	6.3 Invitations and gifts	17
	6.4 Sponsoring	17
	6.5 Money laundering	17
	6.6 Relationships with business partners	18
	6.7 International trade	18
7	SOCIAL RESPONSIBILITY	19
	7.1 Environmental protection and sustainability	20
	7.2 Privacy Policy	20
	7.3 Protection of trade and business secrets	20
	7.4 Protection of intangible and tangible assets	21
8	IMPLEMENTATION OF THE CODE OF CONDUCT	22
	8.1 No tolerance for misconduct	23
	8.2 Consequences of misconduct	23

1

THE IMPORTANCE OF THE CODE OF CONDUCT FROM THE PERSPECTIVE OF THE EXECUTIVE BOARD

1 THE IMPORTANCE OF THE CODE OF CONDUCT FROM THE PERSPECTIVE OF THE EXECUTIVE BOARD

Getzner Textil AG is a subsidiary company of Getzner, Mutter & Cie, the oldest industrial enterprise in Vorarlberg, Austria and has been run as a family business since its foundation in 1818.

Getzner Textil AG is the leading manufacturer of sophisticated African fashion damasks and is one of the most important and experienced suppliers of fashion textiles for shirts, blouses and corporate fashion. The Technics and Mobility divisions of the company develop innovative fabrics for a wide range of technical specifications. These are used, for example, in protective equipment, workwear, sports, industrial applications or in the automotive sector.

Together with its subsidiary companies in Austria, Germany and Switzerland, Getzner Textil AG forms the Getzner Textil AG Group (hereinafter referred to as "Getzner"). Further information on the companies and locations is available to the public online on our homepage.

Our corporate culture is a significant requirement for future growth. Our commitment to the company is one of respect and appreciation, and we keep our promises. To meet the challenges of the future, we need employees who accept responsibility and managers who develop, promote and lead employees. This Code of Conduct summarises our organisation, goals, commitment, values and principles of behaviour.

Compliance with ethical, social and legal issues is of equal importance to our company. In this context, this Code of Conduct shows all employees, managers and business partners our way of combining our corporate philosophy with sustainable competitiveness.

2

SUBJECT OF THE CODE OF CONDUCT

2 SUBJECT OF THE CODE OF CONDUCT

This Code of Conduct combines our most important fundamental rules and principles in one document. These rules and principles are binding for us both today and in the future. It is a guideline and applies equally to all of us – to the Executive Board, to directors, to managers and to each individual employee. The Code of Conduct is also addressed to all consultants, representatives, sales partners and suppliers as well as to all other persons who are working for Getzner. All managers, employees and third parties involved are obliged to comply with this Code of Conduct. The Executive Board and the directors live up to it accordingly. It sets a standard for all of us, and at the same time it is a promise to the outside world to behave in a responsible manner towards business partners and the general public, but also on how we deal with each other within the company. We all bear joint responsibility for the reputation of our company.

A separate “Supplier Code of Conduct” defines the basic principles and specifications for our suppliers. These are applied in the context of our business relationships.

Getzner promotes and insists on the personal responsibility of each individual employee to comply with the statutory provisions and other external and internal regulations as well as of all persons associated with our company in the course of their business. Proper conduct within the meaning of this Code of Conduct also plays an important role.

The Code of Conduct will be updated by the Executive Board as required and, if necessary, supplemented by specific guidelines, which may apply only to certain countries or regions.

We will ensure that your conduct as a Getzner employee or business partner complies with these principles. In this context, managers with personnel and leadership responsibility have a special function as role models. Managers must also instruct their employees in the use of the Code of Conduct, monitor compliance and, if necessary, train them through the support of the relevant internal departments. Should you violate these principles, you must expect sanctions or measures that can be very far-reaching.

When interpreting the rules of the Code of Conduct, all persons obliged to abide by it shall be guided by common sense and question whether, on the basis of reasonable ethical and moral standards, a specific course of action could give rise to criticism. In doing so, country-specific standards and practices must be taken into account. If there are legal regulations, there is no room for discretion. In the event of ambiguities or questions, the direct superior of each employee is available to advise and assist in the decision-making process. Please feel free to ask for advice on how to apply the Getzner Code of Conduct. If you have any questions, please contact your compliance organisation, the Group Compliance Officer, the Legal Department or your superiors at any time.

This Code of Conduct in the form presented here is valid throughout the Getzner Textil AG Group and is to be implemented accordingly.

3

OUR COMMITMENT

3 OUR COMMITMENT

Getzner shall continue to be run as a family business. Traditional values will be actively lived and passed on to future generations. The goal of the internationally oriented group of companies is to achieve long-term value enhancement with vision and a passion for technology.

We are firmly rooted in our industrial and international orientation and concentrate on our core competencies. We strive for economic success, promote controlled growth of existing business areas in order to increase earnings, and consciously seek new business fields. We promote our own power supply, actively protect the environment and live the 17 “Sustainable Development Goals” of the United Nations. We support the initiatives of the European Union to make the transition to a modern, resource-efficient and competitive economy.

4

OUR VALUES

4 OUR VALUES

WHAT UNITES US

We are guided by performance and competence; we learn from mistakes. To achieve the best solution, we encourage open and critical discussions. We pay attention to diversity, mutual appreciation and strive for consensus.

STANDING UP FOR EACH OTHER

We are regionally anchored, committed to family, employees and the environment, bound by tradition and strengthened by active communication. Trust and credibility are important to us.

ENTREPRENEURIAL COURAGE

We create new things with courage and consistency, and dare to question the established. With vision and passion for technology, we create value for our customers.

ECONOMICALLY MODERATE

We implement our decisions with perseverance. By investing in the companies, we create value and secure long-term success. Preserving the financial health of the companies guides our actions.

5

OUR CODE OF CONDUCT

5.1 ETHICAL AND SOCIAL RESPONSIBILITY

Human rights and discrimination

Human rights that are rooted in national and international principles as well as the associated dignity of the human being are viewed in this Code of Conduct as indispensable elements. Getzner is committed to the treatment of all individuals equally – regardless of age, gender, religion, sexual orientation, ethnic or national origin, political opinion, physical or mental impairment. Getzner does not tolerate discrimination of any kind. We respect and support the observance of human rights and those of employees. The health and safety of all employees must be guaranteed. Together we must take care of that.

Right to form associations and express opinions

In addition, Getzner respects the right of employees and business partners to form associations and the opportunity to engage in trade union activities at all locations worldwide. The right to freedom of opinion and expression is protected as long as it is not a cause of harassment to other employees, business partners and competitors. We recognise the right of all employees to form democratically elected trade unions or employee representatives as well as the freedom of assembly.

Child or forced labour

Getzner categorically rejects all forms of child or forced labour.

Remuneration

All employees are to be remunerated fairly and appropriately for their performance. All relevant laws and regulations concerning remuneration are to be observed. This applies in particular to the level of remuneration. Remuneration and other performances are to be at least in line with the respective national legal requirements.

Protection against harassment

Getzner categorically rejects any kind of psychological, physical or sexual harassment.

Training and further education

Getzner encourages and supports the professional training and further education of its employees in order to prepare them in the best possible way for the current and future requirements within the company.

5.2 SOCIAL RESPONSIBILITY AND COMPLIANCE

We respect the generally accepted customs of the countries in which we operate. We observe compliance with laws, internal guidelines and standards as a significant core principle of our commercial activities, and we are also conscious of our social responsibility. Our conduct towards our employees, business partners and the social environment is governed by integrity and respect for the rights of third parties.

5.3 INTERACTION WITH EMPLOYEES

All of our employees are actively committed to the company. Our leadership is based on the principles of delegation of responsibility and trusting cooperation. Each employee is sufficiently informed about all matters of importance to his or her work and is – as far as possible – included in the decision-making process.

Ever since the company was founded, Getzner has worked closely with employee representatives in a spirit of trust. This type of cooperation is a significant component and proven cornerstone of the policy of the company. We maintain an open and constructive dialogue with mutual trust and respect.

5.4 SAFETY IN THE WORKPLACE

The safety and health of our employees are core values for us and have top priority. Continuous improvements in the working environment as well as a variety of prevention and health measures build the foundation of our corporate culture. All employees must ensure occupational safety and health protection in their working environment and comply with the safety standards set out in the statutory and internal regulations on occupational safety and health protection. This is also applicable to companies and their employees who act on behalf of Getzner or from whom Getzner purchases products and services.

5.5 IT SECURITY

In order to limit general risks in the context of IT use, the current “Guideline on IT Security Regulations” of Getzner, which are reviewed from time to time, must always be complied with. IT devices (PCs, notebooks, tablets, smartphones, etc.) must always be used and stored in an appropriately safe manner.

5.6 CORPORATE COMMUNICATIONS

All press releases and other information of Getzner that are intended for the general public are exclusively issued by the Executive Board, the directors or the designated communication officers. This applies to both classic and digital forms of communication.

6

RESPONSIBILITY TOWARDS BUSINESS PARTNERS AND COMPETITORS

6.1 COMPETITION AND ANTITRUST LAW

We practice fair competition on the basis of and within the scope of the statutory provisions. It is not permitted to enter into cartel agreements on prices, delivery conditions or capacities or to exchange competitively sensitive information with competitors. Antitrust violations will not be tolerated and all employees, including the Executive Board and the directors, must be aware of the consequences that a competition violation or antitrust case may have for Getzner. Violations will result in criminal and civil sanctions against the individuals involved.

6.2 ANTI-CORRUPTION

We avoid any suspicion of bribery or venality (corruption) – at any time, at any place. The core problem of corruption is bribery of public officials or of persons with whom there is direct or indirect contact as a result of business relations. Bribery is the offering, promising or granting of benefits to influence business decisions. Any form of bribery is prohibited without exception. In this respect, Getzner commits to comply with the relevant legal provisions, both at national and international level.

We require all obligated parties not to draw or claim personal advantage from a business partner – with regard to the granting of business with Getzner – neither directly nor indirectly.

All the consultants and agents of Getzner are remunerated at a reasonable level. Unjustified overpayment is strictly rejected in order to exclude inadmissible benefits to third parties. In addition, all employees are prohibited from granting indirect monetary payments or other benefits (for example, to a consultant, agent, intermediary, business partner or other third party) should the circumstances indicate that these are passed on – in whole or in part, directly or indirectly – to a public official in order to influence an official act or to obtain an undue advantage, or are granted to a person in the private sector in order to obtain an undue advantage.

The acceptance and granting of gratuities is only permissible in business dealings to the extent of low value gifts customary in the locality and country. This is because the granting of gratuities can also lead to conflicts of interest in the relationship with our business partners, customers or employees below the threshold of criminal liability. The compliance regulations of our business partners and customers, which may provide for stricter regulations, must always be observed.

Employees are obliged to disclose current and potential conflicts of interest immediately and in full, even if there might only be the appearance of such a conflict of interest, and to do so voluntarily. If you have any questions, please contact your compliance organisation, the Group Compliance Officer, the Legal Department or your superiors at any time.

6.3 INVITATIONS AND GIFTS

We avoid right from the start any conflicts of interest with private matters or other economic or other activities, including those of relatives or otherwise related persons or organisations. In order to maintain transparency, any financial interest that a Getzner employee has in a customer, supplier or business partner must be disclosed to the Executive Board or the directors and approved.

Invitations to business-related meals or events may be made and accepted within the usual limits.

Any invitations to employees and business partners to sporting, cultural and artistic events are seen as problematical. In addition, hospitality and invitations to travel must always be viewed with special care and approved by the superior.

Attention must be paid to the relationship between the monetary value of a gift and the position of the recipient (“socially adequate”) when granting and receiving gifts. Special consideration must be given in each individual case to ensure that the effect associated with a gift does not lead to undue influence on the recipient of that gift. Giving and receiving gifts may only be done voluntarily and not in anticipation of a return service or any other kind of obligation. Under no circumstances is the offering or acceptance of money or benefits of monetary value permitted.

Invitations and gifts are prohibited in any case should they, in any way, damage the reputation of Getzner or violate our ethical and social values.

6.4 SPONSORING

We see ourselves as an active member of society and this is why we are involved in a variety of ways. Donations and other forms of social commitment are made solely in the interest of the company and our social responsibility.

Getzner pursues political lobbying in compliance with the legal requirements on lobbying and, under all circumstances, avoids undue influence on politics and legislation. We act openly and transparently.

6.5 MONEY LAUNDERING

Getzner complies with its legal obligations to prevent money laundering and terrorist financing. In cases of doubt, every employee is requested to have any financial transactions that may give rise to suspicion checked by the responsible compliance or legal department. The implementation of the applicable statutory provisions on the prevention of money laundering and terrorist financing affecting Getzner are set out in guidelines “Prevention of Money Laundering and Terrorist Financing”.

In this context, Getzner only maintains business relations with business partners who have a reputation for integrity and whose financial situation is based on honest dealings. In the event of conspicuous circumstances, the business partner is carefully examined and, after verification of suspicion, a report is made to the relevant government authorities.

6.6 RELATIONSHIPS WITH BUSINESS PARTNERS

The relationships with our business partners are documented through agreements that are complete and unambiguous. Our business partners are selected on the basis of transparent, fair and free competition. All business activities are carried out exclusively in the best interests of Getzner and not on the basis of personal or private relationships and motivations. Such internal instructions in this regard like the “four-eyes principle” are always to be observed and are anchored in the guidelines “Competency and Signature Regulations of the Getzner Textil Group”.

6.7 INTERNATIONAL TRADE

We believe that compliance with laws and regulations is a fundamental principle of economically responsible action. We comply with the legal prohibitions and obligations that apply to us – in particular, we observe international agreements and national laws of the countries in which we conduct business, as well as regulations on the control of international trade and financial transactions. These also include the laws and regulations on import and export controls. In this regard, we also have corresponding internal processes and regulations in place. The guidelines “Export Control” regulate the company’s internal implementation and its responsibilities for compliance with the legal provisions in foreign trade.

7

SOCIAL RESPONSIBILITY

7.1 ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

In a responsible manner, the management of Getzner is carried out so as to comply with or fulfil laws, regulations or the environmental protection requirements set out in operating permits. To achieve this, we obtain the necessary permits and authorisations and comply with the reporting obligations set out in them. We evaluate the environmental and social impacts of our products as well as projects that may be critical or where such is required by law. Natural resources are to be conserved and as a result the environment is to be protected. Our measures for environmentally friendly design apply to the entire product range and all production processes. The complete life cycle of the products is taken into account, from raw materials and production to disposal and recycling. We try to reduce waste, immissions and emissions and, if possible, to avoid them entirely. All employees are encouraged to think environmentally and act in a sustainable manner. Getzner meets the specifications of a wide range of standards and demonstrates its active commitment to the environment and nature through certifications such as bluesign®, Ökoproof® or OEKO-TEX®.

7.2 PRIVACY POLICY

When processing personal data, Getzner strictly adheres to the requirements of the General Data Protection Regulation of the European Union (GDPR). Our employees and business partners have a right to confidentiality as well as the protection of their personal data and we respect this. Personal data are only processed to the extent permitted by law and necessary for efficient business operations. Protection of the personal data of business partners is also of particular importance to us. No personal data may be processed unless there is a legal basis for it or the consent of the data subjects. All employees and business partners can find information on the subject of data protection in our privacy policy, which is publicly accessible online via our homepage. Our employees have also been informed about their rights and obligations with regard to data protection and confidentiality in the “Information, Obligation, Confidentiality and Consent Declaration for Employees”. If breaches of data protection regulations become known, they must be reported in accordance with the procedure defined in the guidelines “Process for reporting data protection breaches”.

7.3 PROTECTION OF TRADE AND BUSINESS SECRETS

Intellectual property and our trade and business secrets are among the most valuable assets of the company. We protect our own intellectual property rights and trade and business secrets, and we respect the intellectual property rights and trade and business secrets of others. We take appropriate technical, organisational and legal precautions and measures to protect our intellectual property and trade and business secrets so that they are not inadvertently disclosed or lost. The secure handling of our trade and business secrets is defined in the guidelines “Protection of Secrets”.

Our employees have also been informed about their rights and obligations with regard to data protection and confidentiality in the “Information, Obligation, Confidentiality and Consent Declaration for Employees”. We use intellectual property rights, operational and trade secrets of the company and third parties exclusively for company purposes and not for personal purposes, unless expressly permitted.

7.4 PROTECTION OF INTANGIBLE AND TANGIBLE ASSETS

To protect company property, we use the property and resources of the company and our business partners properly and carefully and protect them from damage, loss, theft or misuse. The “Guidelines Industrial Property Rights” provide the framework for the development of intellectual property and the implementation of corresponding mechanisms for the protection of creative performance in our companies.

8

IMPLEMENTATION OF THE CODE OF CONDUCT

8.1 NO TOLERANCE FOR MISCONDUCT

Reporting misconduct (whistleblowing)

Employees are encouraged to not tolerate identified misconduct. Sometimes, it is possible that employees of the company identify violations of laws and regulations, of provisions of the Code of Conduct or of internal guidelines and regulations. If such misconduct is identified, you must report it immediately.

Employees will be informed of the possible reporting channels through employee information. All reports in connection with misconduct as defined in this Code of Conduct and other legal regulations will be treated both with the same care and confidentiality.

We ask our business partners to report discrepancies and misconduct at compliance@getzner.at

Protection of whistleblowers

In order to promote open and trustworthy communication, we expressly state that employees who report violations of laws, the Code of Conduct or other internal guidelines and regulations and who are not (partly) responsible for such violations should not expect negative consequences of any kind. However, Getzner expressly reserves the right to take disciplinary action against employees who make false accusations intentionally or with gross negligence.

8.2 CONSEQUENCES OF MISCONDUCT

Violations of this Code of Conduct may result in consequences under labour law. In addition, it should also be noted that violations of legal requirements can have consequences under civil and criminal law.

Our principles of values and conduct determine the long-term and successful cooperation in our companies. For this reason, we encourage our business partners to introduce and implement similar principles.

Bludenz, October 2023

The Executive Board of Getzner Textil AG

Roland Comploj CEO

Martin Frick CFO

Hannes Tschofen CTO