

## CODE OF CONDUCT

Welcome to Niemöller & Abel GmbH & Co. KG – your expert for high-quality safety, weather proof and emergency services clothing! We are proud not only to offer top-quality products but also to embrace our corporate responsibility. Our Code of Conduct reflects our values and is directed at professionals like you.

### Foreword

Our corporate vision is based on social responsibility. We take our decisions seriously, considering their economic, social, and environmental impacts. Niemöller & Abel GmbH & Co. KG is committed to the well-being of our global community and strives for sustainable development. For us, sustainability means acting responsibly for future generations – economically, ecologically, and socially. The same applies to our business relationships throughout the textile supply chain, which are based on fairness and adherence to contracts.

### I. Scope

1. Our Code of Conduct forms the foundation for collaboration with potential suppliers and their subcontractors in accordance with our General Terms and Conditions.
2. This Code applies worldwide to all branches and business units of our company. We expect our suppliers to implement this Code throughout their entire company and with their subcontractors – regardless of type of employment.
3. The Code of Conduct for Niemöller & Abel suppliers defines the minimum standards for sustainable supplier management. It is an integral part of our business relationships and purchasing contracts.

Our goal is to shape a sustainable future together with you – from professionals for professionals.

### II. General Obligations

1. Compliance with laws: We adhere to all applicable laws in the countries where we operate.
2. Trust, collaboration, and agility: These values shape our way of working.
3. Objective decision-making: Our business decisions are based on clear and measurable criteria.
4. No acceptance of gifts: We reject any form of gifts.
5. Documentation of contract negotiations: All contract negotiations are carefully and accurately documented.
6. Transparency in contracts: We explain contracts and formalities clearly to our business partners.
7. Planning and evaluation of projects: Timely planning and evaluation of projects are essential for our success.

### III. Responsible Corporate Governance of Business Partners

1. Compliance with laws: We and our business partners comply with national laws as well as labor and environmental protection regulations.
2. Consumer interests: We consider consumer interests and ensure safe products and fair information practices.

3. Communication and reporting: We communicate the standards of this Code to our partners and monitor their compliance.
4. Review: We reserve the right to conduct unannounced checks on our business partners to ensure compliance with these standards.

#### IV. Human Rights

We respect human rights in accordance with the UN Charter of Human Rights, particularly advocating for freedom of expression, health and safety, protection from harassment, and privacy.

#### V. Working Conditions

1. Adherence to ILO core labor standards: We comply with the core labor standards of the International Labour Organization (ILO).
2. Working hours: We provide our employees with reasonable working hours and days off in accordance with national regulations.

#### VI. Data Protection

We handle personal data with the utmost care and in compliance with applicable data protection laws.

#### VII. Environmental Protection

Our company is committed to making environmental protection an integral part of our business activities and continuously promoting environmentally friendly practices. Here are some key areas we focus on:

1. **Sustainable product development:** We strive to develop and design environmentally friendly products that conserve resources and have minimal environmental impact. This includes the use of recycled materials, reduction of packaging materials, and promotion of durable products.
2. **Energy efficiency:** We are committed to responsible use of energy by utilizing energy efficient technologies, monitoring our energy consumption, and continuously seeking ways to reduce it.
3. **Waste management:** We are committed to reducing, reusing, and recycling waste in our operations. This includes implementing waste separation programs, reusing packaging materials, and minimizing single-use products.
4. **Supplier management:** We expect our suppliers to also adhere to environmental standards and promote environmentally friendly practices. This includes evaluating the environmental performance of our suppliers and collaborating to improve their environmental practices.
5. **Continuous improvement:** We strive for continuous improvement in our environmental performance by regularly reviewing our environmental goals, evaluating our environmental practices, and updating our strategies accordingly.

Through these comprehensive measures, we aim not only to meet legal requirements but also to actively contribute to the preservation of our environment and promote long-term sustainable business practices.

## VIII. Social Commitment

We encourage voluntary engagement and contribution to social development in the regions where we operate.

Code of Conduct, as of 01.04.2024