

Code of Conduct

The code of conduct of DELIUS GmbH & Co. KG

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PREAMBLE

DELIUS is a German textile brand that was founded in 1722. We are market leader in the development, manufacture and sale of contract textiles. Our principles are guided by the values of a long-term tradition of a family business. Economic success and social responsibility are the essential factors of our entrepreneurial activities. We are convinced that the business world must strive to treat each other fairly and act within the framework of the given standards.

Responsible and ethical behaviour towards employees, business partners, society and the environment are an integral part of our values. Compliance with the law and regulations in our corporate actions are a matter of course. We demonstrate honesty and fairness in all aspects of our business activities.

In our Code of Conduct, we have summarised binding standards, which we expect our employees to comply with. We require that our partners also follow and honour the same principles.

The code of conduct of DELIUS GmbH & Co. KG

This Code of Conduct sets out minimum standards. These include, among others

- Compliance with the statutory provisions of the applicable legal system
- Avoidance of conflicts of interest
- Active and effective fight against all forms of corruption and bribery
- Prohibition of forced and child labour
- Respect for human rights
- Fair working conditions
- Assuming responsibility for the health and safety of employees
- Respect for the environment
- Confidentiality

DELIUS GmbH & Co. KG reserves the right to change the requirements for partners and expects them to accept these changes accordingly.

PRINCIPLES

We comply with the laws and regulations and draw up our obligations in a reliable manner. We demonstrate honesty and fairness in all aspects of our business activities in order to fulfil our social responsibility in all our business activities.

CONFLICTS OF INTEREST AND CORRUPTION

In dealings with business partners and government institutions, the interests of the partner and the personal or financial interests of employees are strictly separated. Actions and decisions are made free from personal interests and considerations.

The respective applicable corruption law must be observed. Among other things, the following must be observed:

CRIMINAL OFFENCES IN BUSINESS TRANSACTIONS

Monetary personal advantages in return for preferential treatment in business transactions may not be offered, promised, granted or approved. Similarly, personal advantages of value may not be demanded in dealings with business partners. We demand from our employees that they will not be promised or accept any such advantages.

No employee of DELIUS GmbH & Co. KG may accept advantages – in whatever form – of which it must be reasonably assumed that they can influence business decisions or transactions. For this reason, the management and employees of the partner also may not offer, promise or grant such advantages to an employee of DELIUS GmbH & Co. Neither the management nor the employees may accept such advantages from an employee of DELIUS GmbH & Co. Invitations must remain within the limits of customary business hospitality.

CARTEL LAW

We respect fair competition. To this end, we comply with the applicable laws that protect and promote competition, in particular the applicable antitrust laws and other laws regulating competition.

In dealing with competitors, these regulations prohibit in particular agreements and other activities that influence prices or conditions, allocate sales territories or customers, or impede free and open competition in an unlawful manner.

Furthermore, these regulations prohibit agreements that are intended to restrict the freedom of contractual partners to determine their own prices and other conditions.

FORCED WORK

We reject any form of forced labour. No employee may be forced to work, directly or indirectly, through violence and/or intimidation. Employees shall only be employed if they have volunteered for employment.

CHILD LABOUR

We observe the regulations of the United Nations on human rights, especially the rights of children. The minimum age of eligibility for employment must not be lower than the age at which compulsory education ends and in no case lower than 15 years. We also undertake in particular to comply with the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (Convention 182 of the International Labour Organisation). If a national regulation sets stricter standards with regard to child labour, these must be given priority.

HUMAN RIGHTS

We respect and support compliance with internationally recognised human rights and ensure that these generally applicable basic rights are observed.

DISCRIMINATION

We undertake to oppose any form of discrimination within the framework of the applicable rights and laws. This refers in particular to discrimination against employees on the basis of gender, race, disability, ethnic or cultural origin, religion or belief, age or sexual orientation.

HEALTH PROTECTION

We agree to occupational health and safety at the workplace within the framework of the applicable regulations and ensure the best possible precautions against the risk of accidents.

We train our employees in matters of occupational safety. Thus, we support continuous development to improve the working environment.

FAIR WORKING CONDITIONS

We respect the right to freedom of association of our employees within the framework of the applicable rights and laws and undertake to respect the personal dignity, privacy and personal rights of each individual and not to tolerate unacceptable treatment of our employees, such as physical punishment, sexual and personal harassment and discrimination. Hence, we ensure adequate remuneration and guarantee to pay our employees the minimum wage laid down by national law. The maximum working hours are observed and respected.

ENVIRONMENTAL PROTECTION

We all are responsible for our shared planet earth. Sustainability and the environmental protection are main goals of our daily aspiration and a part of our future product- and service strategy. Law and international standards, which were issued for the protection of the environment, are to be observed by our partners. Our aim is to support the reduction of environmental pollution and to constantly improve environmental protection. We support environmentally conscious behaviour of our employees.

BUSINESS SECRETS

Our employees are to observe and treat industrial and business secrets strictly confidential. Confidential information as well as confidential documents may not be passed on to third parties without authorisation or made accessible in any other way, unless permission has been granted for this or the information is publicly accessible.

CONTRACTUAL PARTNERS OF OUR SUPPLIERS

Our partners are called upon to adhere to the principles of this Code of Conduct and to communicate it to their direct contractual partners, to promote compliance with the content as far as possible and to invite them to follow the principles as well. They are also called upon to recommend to their contractual partners that they, in turn, call upon their contractual partners to comply with these principles.

ADHERENCE

Our partners are at liberty to introduce further-reaching conduct guidelines with higher requirements for ethical conduct. They undertakes to communicate to his employees the contents regulated in this Code of Conduct and to make known the obligations arising from it.

DELIUS GmbH & Co. KG reserves the right to check compliance with this Code of Conduct at any time and without prior notice or to have it checked by independent third parties.

The checks are always carried out in accordance with the applicable law. If a violation of the applicable law or the regulations of the code of conduct are found, DELIUS GmbH & Co. KG must be informed immediately by our partners. Should the partner violate applicable law or the code of conduct, DELIUS GmbH & Co. KG reserves the right to terminate the business relationship.

A handwritten signature in black ink, appearing to read 'Anja Richter', is written in a cursive style.

DELIUS GmbH & Co. KG
Bielefeld, September 2020