



Code of Conduct

Preamble

textilhandel-cotton-n-more GmbH is a specialist in the design, development and production of and trade in textiles of all kinds.

We develop individually tailored clothing in the areas of merchandising, corporate fashion, work fashion and private label.

We take care of everything: from the creative idea and conception, through design and development, production and finishing, to comprehensive logistics solutions, reportings, web shop solutions and marketing support.

Satisfied customers form the basis for the economic success of our growing company. With outstanding quality, the best service and a fair price-performance ratio, we ensure the high satisfaction of our customers.

Motivated and committed employees are indispensable for the success of our company. Promoting and using their skills and abilities serves our company and our partners.

Founded in Braunschweig in 2009, we are aware of our responsibility for people and the environment. We are convinced that sustainable and environmentally friendly actions contribute significantly to the economic success of our company. The economical use of resources and the consistent avoidance of harmful environmental impacts protects the environment of all of us.

Based on this self-image, this Code of Conduct formulates the standards for our actions in 13 principles both internally for our employees and externally for customers, suppliers and partners.

It is based on the following internationally recognised guidelines:

- United Nations Universal Declaration of Human Rights
- United Nations Global Compact
- Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO)
- Rio Declaration on Environment and Development
- United Nations Convention against Corruption (UNCAC)

1. Compliance with Laws

textilhandel-cotton-n-more GmbH complies with all laws applicable to the company at all levels: In our own interest, in the interest of our employees and for the benefit of our customers, because many of our products are subject to strict legal requirements. The implementation of national and international laws, standards and guidelines is therefore of enormous importance to us and at the same time a matter of course, because this is how we guarantee the safety of our products and thus the safety of our customers.

2. Prohibition of Child Labour

textilhandel-cotton-n-more GmbH observes the regulations of the United Nations on human and children's rights. In particular, we undertake to comply with ILO Convention 138 on the minimum age for admission to employment and ILO Convention 182 on the prohibition and immediate action for the elimination of the worst forms of child labour.

3. Prohibition of forced Labour

textilhandel-cotton-n-more GmbH is committed to the prohibition of all forms of forced labour in accordance with ILO Conventions 29 and 105. We assume that our suppliers do not allow any form of forced labour in their companies.

4. Prohibition of Discrimination

In accordance with ILO Conventions 100, 111, 158 and 159, textilhandel-cotton-n-more GmbH firmly rejects any form of discrimination in the working environment. We promote equal opportunities and diversity within the company. Decisions that have a direct impact on employees (hiring, promotion, further training, etc.) are made on the basis of the individual abilities and qualifications of the employees concerned. Criteria such as gender, age, religion or belief, race, caste, social or ethnic origin, disabilities, nationality, sexual identity, political stance, personal relationships, membership in employee organisations or other personal characteristics have no influence on decisions.

5. Anti - corruption

textilhandel-cotton-n-more GmbH rejects any form of corruption and observes the United Nations Convention against Corruption. Bribery, extortion and the general influencing of decisions through improper benefits, such as gifts in money or in kind, have no place in our company. We deal with conflicts of interest in a transparent manner. If those affected disclose a conflict of interest, they will not suffer any disadvantages as a result.

6. Antitrust Law and free Competition

textilhandel-cotton-n-more GmbH stands for fair and free competition among market participants and compliance with the relevant national regulations. Unfair competition, price agreements with other companies and similar arrangements are completely unacceptable to us.

7. Upholding fair Working Conditions

textilhandel-cotton-n-more GmbH pays attention to fair working conditions for all employees. This includes compliance with national laws and regulations on working hours as well as the right to adequate remuneration. Wages and salaries correspond at least to the statutory minimum wages or applicable collective wage agreements. textilhandel-cotton-n-more GmbH promotes the personal and professional qualification of its employees.

8. Health and Safety at the Workplace

As a manufacturer and trader of textile products, the safety and health protection of our employees is part of our company's self-image and makes an important contribution to the company's success. With a variety of appropriate measures and programmes, we offer our employees a safe and healthy working environment that at least complies with the legal framework for health and safety at work. We keep the risks to which our employees are exposed in their work as low as possible and, in accordance with Convention 155 of the ILO, ensure that working conditions are designed to prevent health impairments and accidents.

9. Free of Association

textilhandel-cotton-n-more GmbH respects the right of all employees to freedom of association and collective bargaining in accordance with ILO Conventions 87 and 98. All employees are free to form or become members of employee representative organisations. This does not put our workers at a disadvantage. Furthermore, workers or their representatives may enter into company agreements or negotiate and conclude collective agreements.

10. Environment and Resources

We comply with applicable national environmental laws and regulations. The use of contemporary and efficient technologies enables us to comply with the relevant environmental standards. We consider the careful handling of our environment and the available resources also as a contribution to the sustainable and ecologically responsible safeguarding of our company's future. Preventive measures help us to keep environmental risks as low as possible and to avoid negative effects on the environment.

11. Environmental Policy

Environmentally oriented management is part of our corporate policy. Being aware of our comprehensive responsibility, we feel equally committed to economy and ecology. The following guidelines provide the framework for our environmentally oriented actions:

1. We develop and manufacture products that have as little impact on the environment as possible.
 - We aim to increase the number of certified products, considering the requirements of Ökotex 100 as a minimum standard.
 - A growing number of cotton products are produced according to the Global Organic Textile Standard (GOTS), the world's leading standard for organic cotton textiles, which prohibits the use of genetically modified seeds, synthetic pesticides and insecticides, and harmful dyes.
 - We are continuously increasing the proportion of Fairtrade certified cotton, which also supports organic farming.
 - For all materials derived from animals (e.g. leather, down, wool), we ensure that our animal welfare policy is followed.
 - We encourage our suppliers to replace animal-derived materials with ethical and ecological alternatives, such as recycled polyester or plant-based leather alternatives.
 - For products containing polyurethane, the water-based alternative should preferably be used to avoid DMF and the associated workplace and environmental risks.
 - Our goal is to continuously increase the recycled content and recyclability of our textiles without compromising on the quality or safety of our products.
2. We focus on minimising our CO2 emissions.

Energy

- We only use green electricity from companies that produce energy that comes from 100% renewable sources.

Transport

- Reducing transport by air freight
- Awareness is raised among customers about the negative impact of air freight. If air freight is still desired, this results in financial incentives.
- In the future, we will strive to offset the CO2 emissions of the remaining air freight through certified projects.

3. We strive to minimize energy consumption, waste water and waste. We use resources sparingly. Waste is recycled as much as possible.

- Energy and water consumption are recorded.
- We ensure that electric lights are switched off and heating is turned down after leaving a room.
- Waste is strictly separated.

Furthermore, we want to make our contribution to the Sustainable Development Goals of the United Nations primarily through our sustainable core business, but also by supporting social and ecological projects outside our business activities.

In order to put the above standards and conventions into practice, we have implemented the following set of rules, which we demand from our employees and business partners.

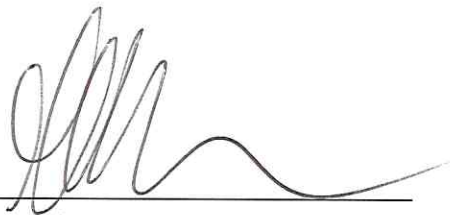
- Environmental policy
- Our Environmental Policy sets the guidelines for environmental issues related to our business operations.
- Code of Business Conduct

Our Code of Business Conduct sets a framework of certain non-negotiable minimum standards of conduct in key areas to which all employees commit.

Our Compliance Guidelines describe the minimum social and environmental requirements that we ask our suppliers to meet.

Both the compliance statement and the guidelines are reviewed, updated and supplemented every two years.

12th November 2021

A handwritten signature in black ink, appearing to be 'MK', written over a horizontal line.

date, signature of Marc Kuhn, managing director