



Code of Conduct

– January 2019 –

Introduction

The MAINPOL Code of Conduct specifies the demands of business conduct which we see as basic in our dealings with merchandise suppliers and partners. This code of conduct is valid for all partners who produce merchandise for MAINPOL. It has been devised in support of the protection of every individual human rights and liberty along the supply chain of our business. We are motivated and persistently working on improving working conditions and our ecological footprint.

The commitment is to respect and also protect individual human rights and dignity. Same is valid for our clients which share the same core belief and values and are also committed towards social, ethical and sustainable standards. The foundation for a long-term business relationship is a fair and honest dealing at all times.

Even though we are working with suppliers and business partners which have different cultural backgrounds, standards and values, following particular standards are generally admitted and must be complied with during all our commercial activities.

Following standards are set as the core for our actions:

Legal Compliance

National laws are complied with. Work and safety regulations are followed. Design patterns and intellectual property rights and trademarks are respected.

Anti-corruption and no bribery have to be supported and followed.

Labour

Based on respect for the fundamental human rights, freedom of employment must be guaranteed. Forced labour, child labour, slave labour and any illegal form of

employment is forbidden and will not be tolerated in any way.

The identity of each person is to be maintained - i.e. employees cannot be forced to hand over their documents of identity to the employers.

Discrimination and punishment in employment is not tolerated. Vulnerable groups have to be protected and treated equally.

The freedom of association and collective bargaining has to be granted.

The work environment has to be safe and hygienic.

Working hours cannot be excessive. Workers should be employed on regular basis and receive their wages on time.

Labour of child

Child labour cannot take place and is absolutely unacceptable. An infringement against this basic principle would be treated with zero tolerance and result in the termination of the business relationship and legal action.

Workers must not be younger than 16 years. If local regulations provide for higher age limits they have to be followed. Every child is to be protected from exploitation and work which may expose this person to danger; this also extends to activity which may hinder a child's natural physical, spiritual, moral and social development.

Hazardous work has to be performed by workers of at least 18 years old.

Discrimination

Discrimination of any kind is prohibited. Equality and equal opportunities are to be guaranteed for all employees irrespective of race, skin colour, sex, creed, political view, nationality, social background, culture or any other distinctions.

Working terms

Working terms must be carried out under conditions which are proper and adequate in regards for the health and safety of those involved. Wages and benefits must be fully comparable with local norms and all local laws.

The paying out of wages and other benefits has to take place regularly, on time and directly to the employee. Working hours have to be in accordance with working-time regulations and current law.

A safe working environment including occupational hygiene must be provided and a maximum effort is to be made to ensure and promote health protection.

Environment

The environmental performance has to be aligned with legal requirements.

The management of the production unit has to improve water and energy efficiency according to the possibilities on a regular basis.

Emissions, waste and the use of hazardous chemicals shall be reduced as well.

Inspection

MAINPOL or an authorized representative is entitled to undertake unannounced inspections at any manufacturing facility including those of sub-contractors at any time. All suppliers are obliged to make their sub-contractors aware of the MAINPOL code of conduct.

Sanctions

Although we believe that all suppliers will follow the requirements set in this code of conduct, we will not hesitate to stop our business relationship including the cancellation of outstanding orders, in case of any infringement.