GOT BAG.

CODE OF CONDUCT

At GOT BAG we want to secure together with our partners a positive impact for the oceans and towards a better future on our planet, for all of us and all those to come.

To ensure this ambitious goal, our organization including all employees, suppliers, manufacturers and other partners must adhere to effective environmental and social standards.

Therefore, this code of conduct summarizes the responsibility we together have for people, our global societies and the environment. To achieve this together we place great value on respectful and open communication and interaction with each other.

We have dedicated ourselves to work towards the Sustainable Development Goals as specified by the United Nations. Especially in regards to goal number eight, decent work and economic growth, goal number twelve, responsible consumption and production, goal number thirteen, climate action, and goals number fourteen and fifteen, aiming for the protection of life both on land as well as under water.

Additionally, we developed standards based on United Nations (UN) Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Core Conventions of the International Labour Organization (ILO) and the Guidelines of the Organisation for Economic Co-operation and Development (OECD) for Multinational Enterprises as well as the principles of the Fashion Industry Charter for Climate Action under the UN Framework Convention on Climate Change (UNFCCC).

Hereafter, we are detailing the extent of our standards for each area of compliance relevant to our sourcing, production and logistics processes. If any statutory provision or regulation in a country has the same objective as a standard in this code of conduct, then the higher standard that best protects the interest of workers, society or environment, shall apply.

All standards of this code of conduct shall be considered fundamental contractual components of the business relationship. In the event of repeated infringements and failure to remedy infringements and shortfalls with corrective actions plans, Got Bag reserves the right to terminate the business relationship.

1. Compliance with legislation and business ethics

All our partners must commit to comply with all applicable national legislation and internationally agreed-upon standards for their businesses. We condemn any form of fraud, corruption, exploitation or use of unfair or aggressive business practices. We also expect our partners to comply with applicable regulations regarding money laundering, sanctions, taxation and competition.

2. Human rights and labor standards

Protecting human rights and fundamental freedoms must be a first priority for all parties.

2.1 Law and Code Compliance

Our partners are expected to comply with the regulations of this code and all relevant and applicable labor laws and regulations of the country where workers are employed. To ensure compliance with our code, suppliers are monitored and audited by Got Bag or through third party auditors or organizations accredited by Got Bag. Obligations to employees under any labor or social security laws and regulations arising from the regular employment relationship must not be avoided through the use of labor-only contracting arrangements, or through apprenticeship schemes or if there is no real intent to provide regular employment.

2.2. Child Labor

The employment of children (i.e. persons who are under the age of 15 or under the age to have not finished compulsory education or are younger than national legislation allows workers to be; whichever is higher) will not be tolerated under any circumstances. The partner has to maintain employment systems that ensure accurate age verification and special protection and control systems in case of employment of young workers below the age of 18. Younger workers shall always be given the opportunity to participate in education and training programmes.

2.3. Forced Labor

Forced labor of any kind as well as acts of human trafficking are prohibited. Partners are required to act with caution whenever recruiting or hiring employees on their own accord or through a third party. It must be ensured people working at their facility are neither being forced, deceived, intimidated into taking up employment. All employees must be free to choose the employment they want to pursue and to terminate any employment subject to statutory regulations and notice periods. Employees must be given the right to leave their workplace and move freely at all times. Employees are not permitted to retain or deposit identity documents to restrict free movement.

2.4. Harassment, Abuse and Disciplinary Practices

Every employee deserves respect and dignity and shall be treated accordingly. No disciplinary action shall be taken in the form of monetary fines or embarrassment of employees. Physical, sexual, psychological or verbal harassment will also not be tolerated at any time.

2.5. Discrimination

No person shall experience discrimination in regard to any aspect of the employment such as recruitment, hiring, compensation, benefits, tasks, training, advancement, discipline, termination or retirement. All relations shall be conducted without bias on the basis of ethnicity, religious belief, gender, pregnancy, age, national origin, ancestry, sexual orientation, physical or mental disability, medical condition, illness, genetic characteristics, family care, marital status, caste, socio-economic situation, political opinion, union affiliation or any other classification protected under applicable law.

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We require all decisions to be based on the principle of equal employment opportunity. The aforementioned also applies to migrant, temporary or seasonal workers.

2.6. Freedom of Association and collective bargaining

Employees shall be free to found or join representative organizations. All partners shall acknowledge and support freedom of association and collective bargaining rights. Grievance mechanisms designed to resolve internal differences and deal with employee complaints are to be installed at all suppliers' facilities. Effective, respectful and transparent communication between all stakeholders must be ensured.

2.7. Wages and Benefits

We are looking for partners who continuously invest and improve their employees' quality of life by paying above legally defined or prevailing minimum wages and granting benefits and offering welfare programs or other services. All wages shall be sufficient to ensure the workers' and their families' basic needs are met and provide a discretionary income which can only be guaranteed when minimum or prevailing wage requirements are met and exceeded.

Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period in form of a working contract. Wage payment calculation must be documented along with a pay slip. Partners are forbidden to use wage deduction at disciplinary measure.

2.8. Overtime Wages

Overtime hours are to be compensated at the rate legally required in the country of employment or by adequate off time as permitted by law. Where such laws do not exist employees shall be remunerated at a rate exceeding the regular hourly wages.

2.9. Hours of Work

A regular work week shall not consume more than 48 hours, or the maximum allowed by law of the country of employment, whichever is less. Employers are required to grant workers at least 24 consecutive hours of rest per every six-day period. Overtime work shall not be forced upon employees but must be consensual. It shall also not become a regular practice and employers shall accustom for rest when creating work plans. Regular and overtime hours in a week shall not sum up to more than 60 hours or the maximum allowed by the law of the county of employment, whichever is less.

2.10. Health and Safety

Partners shall take precautionary measures to prevent occupational illnesses and minimize the risk of workplace accidents. Accordingly, the supplier is responsible for identifying, assessing, avoiding and combating potential risks to the health and safety of employees. Whilst national specifications are to be complied with, we reserve the right to assert our own specifications that correspond to international labor standards if we consider the national requirements to be insufficient for guaranteeing a safe and hygienic working environment. Concerning worker protection, we demand appropriate insurance or support systems for accidents, illness, and maternal leave.

3. Environment

Suppliers are to document their environmental policies and standards in writing and must comply with all applicable environmental laws as well as our Code. They are also required to have their environmental responsibility monitored separately. All partners shall monitor in an ongoing manner,

and disclose to GOT BAG, their usage of natural resources, power consumption, emissions, discharges, carbon footprint and waste disposal. All partners shall aim at progressively minimizing our negative impacts on the environment. If any partner feels incapable of making a responsible choice, we should not hesitate to consult and seek support form experts in the respective field.

3.1. Energy consumption and emissions of greenhouse gasses

Suppliers need to identify and monitor all energy usage and emissions of greenhouse gasses. They should set up a system to reduce both consumption and emissions. GOT BAG also expects its suppliers to continuously improve energy efficiency and work towards using exclusively renewable energy.

3.2. Water consumption

Suppliers shall monitor their water consumption and reduce and optimize it by putting appropriate strategies in place. If water is being abstracted from surface or groundwater the procedure needs to adhere to national or local regulations.

3.3. Harmful Chemicals and Toxic Substances

All suppliers are required to keep information on harmful chemicals in use along the supply chain. By signing the Code of Conduct all suppliers commit to put measures in place to remove hazardous chemicals (according to REACH regulations) from their production processes. Suppliers should also minimize and possibly eradicate the use of any toxic and hazardous substances in the manufacturing process and follow all applicable laws regarding processing and treatment of such substances strictly. Whenever less harmful alternatives are available, suppliers shall employ them in their production immediately. Regular checks of wastewater streams to identify contamination must be carried out and documented in accordance with legal requirements.

3.4. Waste management

We as GOT BAG aim to minimize waste on all levels of our supply chain. Suppliers are required to employ waste reduction and recycling strategies. Wherever waste cannot be avoided, it must be disposed of according to legal requirements.

3.5. Other environmental aspects

National or local provisions regarding other environmental aspects such as air emissions or the protection of biodiversity are also to be complied applicable to the location and production process of the supplier.

4. Recycling

One of Got Bags core mission is to recycle as many materials as possible from waste for our products. Therefore, suppliers shall support the implementation of recycling systems in their production and with their material streams and proactively source for recycled alternatives. Whenever an alternative material or components is available in a recycled quality it should be used and substitute the virgin material.

5. Additional requirements

5.1. Subcontracting

We do not permit subcontracting without prior written approval. All material orders for bulk-production must be placed with suppliers that have been acknowledged and approved by GOT BAG in advance. Suppliers are required to monitor subcontractors and -suppliers regarding the contents of this Code and inform GOT BAG whenever conflicts arise.

5.2. Traceability

Ensuring social and environmental responsibility and the truthfulness of all claims made regarding our products are a joint responsibility. To reach this goal, transparency and traceability into our entire supply chain need to be guaranteed. We therefore require suppliers to continuously monitor their supply chain and provide information into all sites that are involved in the production of our products whenever requested.

5.3. Code Communication

All suppliers are required to make all employees aware of the GOT BAG standards through posting the document in a frequented location in the local language. They are also required to make the GOT BAG grievance email address accessible to all employees. To ensure sustainable success, suppliers shall conduct annual, documented trainings regarding the GOT BAG Code standards and the use of the GOT BAG grievance email address for all employees.

5.4. Quality

Quality is one of the pillars of sustainability. To guarantee the longevity and functionality of our products, a quality management system needs to be employed. It needs to account for "in process" and finished products and monitor the adherence to GOT BAG's quality standards. These audits must be performed by a trained QA staff person provided by the factory. The QA staff person must be granted the autonomy and support he/she needs in order to provide an unbiased report on the quality of every shipment of finished goods. Compliance with our quality requirements is monitored by GOT BAG's Supply Chain department.

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Company

12.12.2022

Date and place

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Representative signature