



K A M P O S

SUPPLIER CODE OF CONDUCT

valid from 1st May 2020

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1. General

1.1. Scope

This Supplier Code of Conduct shall apply to all suppliers (hereinafter referred to as Suppliers), who are in a supplier relationship with KAMPOS GLOBAL A.G., KAMPOS ITALIA S.R.L. or any subsidiary of the group (hereinafter referred to as The company).

1.2. The company's commitment and expectations

The company is committed to sustainability as the essence of its DNA and culture. The company believes in creating a world with conscience now and for the future generations. Hence, the company achieves its purpose by working closely with its responsible suppliers and therefore expects each supplier to share its principles.

1.3. Definition of the company's Supplier Code of Conduct

The Supplier Code of Conduct defines the minimum standards of ethical and responsible behavior and it is made available to the company's suppliers with the goal of strengthening its mutual understanding.

The suppliers are expected to conduct their business in an ethical manner with integrity; to protect human rights of their employees and treat them with dignity and respect; to provide safe and healthy working environment; to operate in an environmentally responsible and efficient manner; and to facilitate compliance with all laws applicable and to promote continuous improvement with respect to the expectations of the Supplier Code of Conduct.

Moreover, the Supplier Code of Conduct also comprises an important component of supplier selection and evaluations.

2. Ethics

2.1. Business Integrity

The suppliers are expected not to practice or tolerate any form of corruption, extortion or embezzlement; will not offer or accept bribes of their unlawful incentives to/from their business partners.

2.2. Fair Competition

The suppliers should conduct their business in line with fair competition and in accordance with all applicable anti-trust laws.

2.3. Privacy and Confidentiality of Information

The suppliers are responsible to safeguard and make only appropriate use of

confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected.

The obligation of confidentiality will remain once the relation with the company is terminated.

3. Labor

3.1. No Child Labor

The company do not tolerate child labor and the suppliers should avoid any sort of child labor in their business operations consistent with the International Labour Organization core labor standards and United Nations Global Compact principles.

3.2. No Force Labor

The company do not tolerate forced and involuntary labor whether in the form of prison labor, indentured labor, bonded labor or otherwise.

3.3. Diversity and Inclusion

Equal treatment of all employees is the fundamental principle of the supplier's corporate policy. The suppliers shall not apply any type of discriminatory practices and treatment of an employee based on race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law. The suppliers shall ensure that their employees are not harassed in any way. The company encourages suppliers to provide an inclusive and supportive working environment and to exercise diversity when it comes to their employees.

3.4. Fair Treatment

The suppliers are responsible in providing their employees with a workplace free of harsh and inhumane treatment without any sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment.

3.5. Working Hours, Wages and Benefits

The working hours for the suppliers' employee will not exceed the maximum set by the applicable national law. Compensation paid to employees will comply with applicable national wage laws or the prevailing industry wage. The suppliers are expected to provide their employees with fair and competitive compensation and benefits and should aim to provide an adequate standard of living for employees and families.

3.6. Freedom of Association

The suppliers will not disadvantage employees who act as workers' representative and must respect the rights of their employees to associate freely, join labor unions, join works councils and engage in collective bargaining.

4. Health, Safety, Environment and Quality

4.1. Health, Safety, Environment and Quality Regulations

The suppliers are expected to comply with all quality, health and environmental regulations. All required legal permits, license and registrations will be obtained, maintained and kept up-to-date.

4.2. Health and Safety Protection

The suppliers will protect their employees from any chemical, biological and physical hazards and physical demanding tasks in the workplace as well as from their risk associated with any infrastructures used by their employees. The suppliers are also responsible in providing appropriate safe work procedures, controls, maintenance and necessary protective measures to mitigate safety and health risk in the workplace. In accordance with the applicable safety standards, the suppliers will have a safety programs for managing and maintaining their production process.

4.3. Product Safety

Material safety data sheets containing all necessary safety-relevant information will be made available by the suppliers for all hazardous substance and will be provided to the company in case of a legitimate need.

4.4. Quality Requirement

The suppliers will meet generally or contractual agreed quality requirements in order to provide goods and services that consistently meet the company's need, perform as warranted and are safe for intended use.

4.5. Waste and Emissions

To ensure the safe, handling movement, storage, recycling, reuse and management of waste, air emissions and water waste discharges. The suppliers will have system in place to prevent or mitigate accidental spills and release into the environment.

4.6. Textile Waste

Suppliers will minimize textile waste when manufacturing products. They will have systems and processes in place from design to delivery of the products which facilitate and promote the use of recycled materials (instead of using new materials). KAMPOS sets the percentage of recycled materials to be >

85% of the total product architecture. Moreover all KAMPOS products have to be recyclable again after use.

4.7. Chemical Substances

Suppliers will substitute chemical and harmful substances with biodegradable or bio eliminable compounds in the production process.

4.8. Resource Conservation and Climate Protection

Suppliers are expected to minimize or eliminate negative impacts on the environment at their source. Suppliers will engage in the development and use of climate-friendly products and processes to reduce power consumption and greenhouse gas emissions.

4.9. Animal Welfare

Suppliers guarantee full traceability and certifications of materials which derive from animals. Animals must be treated with love, care, and respect. They must live in an appropriate environment where they are free to move and where they have access to fresh water and food. None of KAMPOS products should be tested on animals.

4.10. Security

The Suppliers will have good security practices and will maintain processes and standards that are designed to assure the integrity of each shipment to the company from its origin through to its destination and all points in between. Furthermore, the Suppliers will implement the necessary and appropriate measures in their area of responsibility to ensure that the company's products, their workable components or raw materials as well as the corresponding know-how do not end up in the hands of counterfeiters or third parties and do not leave the legal supply chain.

5. Management System, Compliance and Auditing

The Suppliers will ensure that adequate and effective management systems, policies, procedures, financial documentation and training are in place to ensure ongoing compliance with the Supplier Code. In line with the company's goal in building trust-based relationship with ethical suppliers, the company expects each supplier to cooperate with the reasonable request and to comply with the company's principles.

In the presence of concerns and issues, the company is willing to work with the suppliers to help identify possible improvements. However, when an issue can't be corrected or a supplier is unwillingly to engage, the company reserves the right to terminate and end its business relationship.

Any questions concerning the interpretation of the Supplier Code of Conduct of the company that are not covered, or not concretely covered, in this policy, contact should be established with the CEO and Finance Department of KAMPOS.

6. Validity

This Supplier Code of Conduct shall take effect on 1st May 2020.