



Code of Conduct

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Floringo distributes durable, high-quality terry cloth products manufactured according to our specifications in selected locations with high cotton availability. The special ethical, ecological and economic framework conditions of the textile supply chain call for responsible and lawful action, which we expect and demand from all employees – both permanent and freelance.

In return, we expect our business associates to ensure that the principles set out in our Code of Conduct form the basis for co-operation and that the following principles are also observed in their organisational area and supply chain.

Contribution to society

We take account of the direct and indirect effects of our business activities on society and the environment and endeavour to achieve an appropriate reconciliation of interests in economic, social and ecological terms.

We respect and accept the different legal, cultural and social backgrounds of the countries into which our value chain extends and recognize their structures, customs, and traditions. Where these conflict with the principles laid in this document, we engage in dialogue with our business associates and work towards achieving understanding and acceptance.

Corruption and bribery

Fair competition also includes not offering or granting unjustified advantages to third parties in connection with business activities. This also applies to countries in which there may be different customs. Corruption and the granting of advantages – in whatever form – are not tolerated. We strictly refuse to demand, accept, offer or grant personal advantages in connection with our business activities. If an employee is confronted with any form of bribery and/or corruption, this must be reported to Management without delay.

Ethical management

We pursue legal business practices in compliance with fair competition, third parties' industrial property rights as well as regulations under cartel and competition law.

We treat business associates fairly and adhere to contractual arrangements made. Should the general conditions change fundamentally, we will work with our suppliers to find solutions that are ethically, ecologically and economically acceptable to both sides.

Respect for human rights

Within the scope of our entrepreneurial activities, we observe and respect the United Nations (UN) Declaration of Human Rights. We identify the risks of serious human rights impacts that we ourselves cause or contribute to, develop solutions to prevent, mitigate and, where applicable, compensate for potential adverse impacts, and implement such solutions with our suppliers.

Labour rights and conditions

Within the scope of our entrepreneurial activities, we observe and respect the fundamental conventions of the International Labour Organisation (ILO).

1. Freedom of association and right to collective bargaining

We respect the right of employees and employers to form, without prior authorisation and at their own discretion, organisations whose purpose is to promote and protect the interests of employees or employers, to join such organisations and to freely elect the latter's representatives. We respect the right of employees and employers to conduct collective bargaining on remuneration and working conditions. Employment must not be disadvantaged with regard to their employment because of their membership of employee organisations.

In countries where the principles relating to freedom of and the rights of association and collective bargaining are not respected or where the exercise of such rights is restricted or prohibited, businesses should allow their employees to freely elect their own representatives via whom they can engage in dialogue on workplace issues. Businesses should respect the right of their employees to lodge complaints without suffering any disadvantages whatsoever. Such complaints are to be handled in the spirit of socially responsible corporate governance.

2. Prohibition of forced labour

We reject any economic activity based on forced or compulsory labour, debt bondage or serfdom of any kind. This includes any kind of work or service that is demanded of a person under threat of punishment and for which the person has not volunteered.

3. Prohibition of child labour and protection of young employees

We are committed to the effective elimination of child labour throughout the supply chain. We observe the respective legal minimum age for admission to employment or work, which, according to the regulations of the International Labour Organisation, may not be lower than the age at which compulsory schooling ends and may not be less than 15 years of age.

Young persons under the age of 18 are to be recruited only if the nature or conditions of the work they perform do not endanger the life, health or morals of the young people in question and if they receive appropriate specialised instruction or vocational training in the relevant branch of the economy.

When identifying cases of child labour, necessary remedial and social reintegration measures must be taken, focusing on the best interests and protection of the child.

4. Prohibition of discrimination in employment and occupation

Any form of discrimination, exclusion or favouritism based on ethnic origin, colour, gender, religion, political opinion, national or social origin which has the effect of eliminating or prejudicing equality of opportunity or treatment in employment or occupation is prohibited. Moreover, the principle of equal pay for male and female employees for male and female workers for work of equal value is also to be applied.

5. Working times

Unless applicable national laws or collective bargaining agreements stipulate a lower maximum working time, the regular working time should not exceed 48 hours per week plus a maximum of 12 hours of overtime per week. Overtime work is performed voluntarily and must be remunerated at least in accordance with the relevant statutory or collective agreement provisions, and the need to order overtime work should remain an exception.

Employees are to be granted the right to rest periods on each working day. The relevant public holidays are required to be observed. After six consecutive working days, a 24-hour day off must be granted.

6. Wages

Minimum wages to be applied by the state or by collective bargaining agreements may not be undercut; wages for regular full-time work should be sufficient to meet the basic employee needs. In order to secure an existence in line with human dignity, we advocate the payment of living wages that correspond to the definition and recommendations of authoritative institutions (e.g. Global Living Wage Coalition).

Wages are not withheld and are paid regularly in a form suitable for the employee. Deductions from wages are only permitted within the framework of the law or collective agreements and must be documented as such. Employees are informed on a regular basis about the composition of their work remuneration.

7. Employment relationships

The rules and regulations of national labour law must be observed. Employees are to be provided with readily comprehensible information on essential working conditions, including working hours, remuneration and payroll accounting arrangements. The employees' right to terminate their employment relationship in compliance with the relevant period of notice must be observed. The professional qualification of employees is to be fostered and promoted.

8. Occupational health and safety

In order to prevent accidents at work and to protect the health of employees in the course of their activities, appropriate measures must be taken to ensure health and safety at work, taking account of national statutory requirements.

Applicable local regulations on occupational health and safety, building safety and fire protection are complied with in order to reduce the risk of accidents and occupational diseases to a minimum. Where necessary and appropriate, employees are to be provided with appropriate personal protective equipment. In immediate danger situations, employees have the right and duty to leave their workplace immediately and without permission.

Vulnerable persons such as young workers, young mothers and pregnant women, and persons with disabilities, are to be afforded special protection.

9. Humane treatment

The companies treat their employees with dignity and respect. Any form of inhumane treatment, abuse, harassment and intimidation as well as unlawful punishment of employees is prohibited. Disciplinary measures are to be laid down in writing and in a form readily comprehensible to the employee.

10. Inspections

Regular inspections will be carried out to verify compliance with the standards set out in this Code of Conduct.

11. Subcontracting

Should subcontracting be unavoidable for good cause – for example, the lack of an in-house dyeing plant – we will be informed in advance about the [sub]contractor in question. We reserve the right to reject the [sub]contractor if there are concerns about labour, human rights or environmental issues. The signing of our Code of Conduct by the subcontractor is a prerequisite for subcontracting.

We reject any and all other forms of subcontracting.

Complaints

An internal complaints mechanism is in place in the company, which guarantees anonymity and confidentiality to employees. Complaints relating to business activities are to be exchanged on a regular basis. They should be processed within a reasonable time frame.

Environmental protection

Environmentally conscious action is an ethical and corporate duty for us. In this way we contribute to the preservation of natural resources, biodiversity and climate protection, while at the same time securing our own profitability and competitiveness. Compliance with the respective applicable environmental regulations is a basic condition in this regard.

We want to promote sustainable development through appropriate technologies and production processes. This goal is to be achieved at as many levels as possible – such as careful use of raw materials and resources and the avoidance of emissions.

The applicable legislation, regulations and administrative practices for the protection of humankind and the environment must be complied with. By implementing individually tailored systems, harmful environmental effects are to be identified and reduced, or stopped altogether in compliance with existing regional laws and regulations.

Professional waste disposal and possible reuse of materials within the scope of the circular economy are important, as far as this is possible in view of local conditions.

Consumer interests

We take appropriate measures to ensure the quality of the products we offer. We ensure that our products comply with all statutory regulations regarding health and safety. We provide our customers with relevant product information that demonstrates the optimal use of our products.

Communications

We communicate the contents of our Code of Conduct to employees, contractual partners and, where applicable, third parties and expect our business associates to adhere to this standard and to provide evidence of compliance.

The disclosure of business and trade secrets or competition-related or other information worthy of protection will not be tolerated.

Implementation and enforcement

We observe the principles set out in our Code of Conduct in our actions and also encourage our business associates to adopt responsible corporate governance. We reserve the right to carry out unannounced inspections of our business associates or to have such inspections carried out on our behalf at any time for the purpose of verifying compliance with human and labour rights, environmental protection and quality assurance.

Floringo GmbH

Supplier

City, date, signature, company stamp

City, date, signature, company stamp