

Code of Conduct of teamdress

This Code of Conduct represents the basis of all business relationships and respects compliance with applicable national and international law. The principles set forth in this Code of Conduct are not to be regarded as ultimate goal; they shall be exceeded whenever possible. Contractual agreements or similar provisions may not lead to an evasion of these principles.

Equality

We respect and support cultural diversity. Any form of discrimination with the employment is prohibited. Any evaluation, exclusion or preference based on race, gender, age, religion, nationality, disability, sexual orientation, political opinion, ethnic, national or social background is prohibited.

Forced Labor

Any form of forced labor, slavery or conditions similar thereto as well as convict labor is not being tolerated. Personnel shall only be employed based on their own free will and shall not be forced into employment.

Every employee shall be treated with dignity and respect. Disciplinary measures must conform with applicable national and international rules and regulations and internationally recognized human rights. No employee must be exposed to verbal, psychological, physical or sexual abuse or violence.

Child Labor

Child labor or any other form of exploitation of children and adolescents is not being tolerated. The minimum age of employment may not be lower than the age of 15 and the age at which mandatory education ends. National regulations designed to protect children and adolescents must be observed.

Health and Safety and at the workplace

A safe and healthy working environment is obligatory. Measures are taken to avoid accidents, injuries or other damages to health. Employees are regularly being informed with respect to applicable health regulations and safety precautions.

Freedom of Association

The employees have the right to establish organizations and associations to support and protect their interests, to be a member of and to be active for these associations. This may not be used to the disadvantage of any employee. In return the practice of the employment must not be impaired thereby.

Compensation

A wage is paid to the employees that covers the basic costs of living. The wages correspond with legal minimum wage or the applicable agreed wages dependent in which of these is

higher in amount. Wages shall be disbursed in a manner convenient for the employees and shall be documented. The employees are regularly being informed of the composition of their wages in a detailed and comprehensible manner. Wage reductions as disciplinary measures are prohibited.

Working Time

The regular maximum number of weekly hours is 48 hours and may not exceed 60 hours including overtime. Within a seven day period the employees must be permitted having at least one day of rest.

Environment

The protection and preservation of nature and the environment is important to teamdress. A socially and environmentally responsible production is promoted. Standards for management of waste and for working with chemicals and other hazardous materials as well as for the reduction of emissions are to be followed.

Bribery

Creating a personal dependence on corruption or influencing the employees by means of bribery and corruption is not being tolerated. Fairness and honest behavior are basic components of the business culture of teamdress.

Compliance

The compliance of this Code of Conduct is reviewed in regular intervals and irregularities are being punished as soon as possible.

Scope of application

This Code of Conduct applies to each employee of the teamdress-Group as well as its business partners.