



Preamble

For Victor Wagner & Glass GmbH it is a matter of course to fully comply with legal requirements. In addition, our company is dedicated and committed to social and ecological responsibility. In order to fulfil our responsibility, the following Code of Conduct serves as a guideline for all our business activities. Its compliance is ensured by appropriately designed measures. The Code of Conduct applies to the entire value chain and therefore also in relation to our suppliers and customers.

Basic understanding

Responsible corporate governance is one of our core principles. For all corporate decisions, the consequences in economic, social and ecological terms must be considered and an appropriate balance of interests must be achieved. Within the scope of its possibilities, the company voluntarily contributes to the well-being and a sustainable development of society.

The same applies to all business relationships within the textile chain. Business partners are to be treated fairly. Contracts are to be complied unless the general conditions change fundamentally.

The internationally recognized principles for the protection of human and labour rights, as set out in the United Nations Universal Declaration of Human Rights, the ILO Core Labour Conventions and the OECD Guidelines shall be taken into account; this applies in particular to the compliance with human rights.

Ethical business practices

Victor Wagner & Glass GmbH complies with all laws and regulations of the countries in which it operates. In the case of cooperation with countries that do not have a satisfactory level of regulations, we carefully examine which business standards from Austria should be applied in a supportive manner for business partners.

Our company follows legally sound and recognized business practices and fair competition. We promote responsible business practices by actively living and pursuing values such as transparency, and integrity. The interests of the company and private interests of employees must be strictly separated, as we clearly reject corruption and bribery.

Human rights and working conditions

Our company is committed to complying with and to promoting human rights as defined by the UN Convention on Human Rights. Both, the compliance with the

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convention as well as with the ILO core labour standards apply to the entire value chain of Victor Wagner & Glass GmbH.

Occupational safety and health

Victor Wagner & Glass GmbH promotes a safe working environment and ensures occupational safety in order to prevent accidents and to preserve the health of employees.

Our company and our business partners are required to comply with occupational health and safety regulations. If national legislation is inadequate or poorly implemented, business partners must follow international standards.

Non-discrimination

In our company, compliance with the Equal Treatment Act is a requirement: Discrimination based on ethnic origin, skin colour, age, gender, sexual orientation, political opinion, national origin, religion, disability, marital status, social class, economic or any other status is prohibited. Our company strives to protect and include relevant vulnerable groups of people to consider and include children, indigenous peoples, minorities, migrants, people with disabilities or young workers. Furthermore, equal pay for men and women for work of equal value must be guaranteed. Harassment is not tolerated in any way: We protect our employees from physical, sexual, psychological or verbal harassment and from abuse.

The right to freedom of opinion and expression is upheld and privacy of individuals is guaranteed.

Child or forced labour

Child or forced labour is not tolerated under any circumstances. Our company is committed to identifying risks related to human trafficking, child labour and forced labour throughout the entire textile chain in order to prevent human rights abuses.

Working hours & Remuneration

Victor Wagner & Glass GmbH fully complies with the rules of national labour law. State or collectively agreed minimum wages are respected. The working hours of our employees are fixed and do not exceed the legally regulated maximum working hours. Our company ensures that employees are granted the right to regular breaks on each working day and considers all relevant public holidays. Furthermore, our company

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respects and promotes employee rights by guaranteeing freedom of association and the right to collective bargaining.

Subcontracting

Subcontracting is prohibited in all our supply chains.

Environmental protection

Our company puts great emphasis on innovation and sustainability. This implies the continuous optimization of products and technologies in terms of responsible resource management and prevention of environmental degradation. Thereby we ensure compliance with environmental laws and standards. In developing products and technologies, we strive to reduce resource consumption and to increase efficiency.

As a textile company, we are reliant on natural resources. At the same time, we are aware of the scarcity of these resources. Therefore, sustainable management and usage of resources have high priority. We strive to reduce resource consumption and to replace environmentally harmful chemicals. The long-lasting reduction of the ecological footprint of Victor Wagner & Glass is one of our most important corporate goals.

For us, environmental protection starts right at the workplace. We consider us as responsible for reducing environmental impact through environmentally conscious actions in our daily work. Therefore, we actively raise awareness about environmental responsibility among our employees and our business partners.

Victor Wagner & Glass GmbH complies with all regulations and laws on environmental protection that affect our operations throughout the entire value chain.

Animal and species protection

We fully respect and foster principles of animal protection. We recognize the Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), which is concerned with the protection of animals and plants of endangered species. All our business activities are aligned accordingly.

Implementation and enforcement

Our company undertakes all necessary and appropriate efforts to fulfil the principles and values described in this Code of Conduct. In case of arising deficits, we are determined to solve them as quickly as possible. Contractual partners will be informed of all relevant

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measures and are asked to do the same reciprocally. We guarantee all our contractual partner that compliance with this regulation is guaranteed. This, however, does not imply any entitlement to the disclosure of confidential business information or any other information worthy of protection. Victor Wagner und Glass GmbH is committed to more responsible.

Responsible procurement

Procurement and implementation of corporate due diligence processes for Prevention, mitigation and, if necessary, reparation of potential negative effects on people and the environment, which our company itself causes or to which it has contributed or which are directly connected as a result of our business relationships, products or services.

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