

CODE OF CONDUCT

With our Code of Conduct, we commit ourselves to ethically, legally and economically impeccable behaviour. The basic principles described here are based on our corporate values. They form the basis for our decisions and our actions both inside and outside our company. They are binding for all employees. We are all responsible for ensuring compliance with our Code of Conduct. The Code serves as a guide for our decisions, sensitises us to legal risks and promotes responsible behaviour. Therefore, all employees in our company should know, understand and act in accordance with this Code of Conduct. We also expect our suppliers, partners and all persons working on behalf of our company to act in accordance with these guidelines. The following principles of conduct apply at Rezi Microfaserprodukte GmbH:

- We respect human rights and comply with national laws, tax and customs regulations and data protection guidelines.
- We stand for fair competition and reject any form of unfair competition or corruption.
- We do not tolerate child, forced or compulsory labour. Employment relationships are voluntary, based on mutual consent and written contracts. We do not employ anyone under the age of 18 in hazardous or arduous work, except for the purpose of training in accordance with recognised national laws and regulations.
- We ensure health and safety in the workplace, respect for working hours and fair wages.
- We support and promote diversity and equal opportunities and exclude any discrimination in employment and occupation. The company does not discredit or discriminate against anyone based on gender, colour, religion or belief, political opinion, sexual orientation, national, social or ethnic origin, marital status, age, disability or any other circumstance that may give rise to discrimination. We oppose any form of action that endangers physical or mental integrity and recognise the freedom of association and the right to collective bargaining.
- To fulfil our responsibility towards the environment, we use required resources responsibly and observe prohibitions on the use of prohibited chemicals as well as on the handling, collection, storage and disposal of waste in a manner that is not environmentally sound.

CEO

Mag. Patrick Bertsch e.h.

Head of Sales

Tobias Stark e.h.

Head of Purchasing & Project management

Sabrina Feher e.h.

Head of Production

Christian Houdek e.h.