

DIBELLA

Code of Conduct

for Suppliers and Business Partners

1. Introduction and Purpose

Dibella is committed to conducting business in a responsible, ethical, and sustainable manner. As a company in the textile industry, we aim to comply with all applicable laws and internationally recognized social, environmental, and ethical standards. This Business Partner Code of Conduct (“CoC”) is aligned with the principles of our Company Philosophy and complemented by the requirements set out in our Supplier Agreement.

We strive to build long-term and trustful relationships with our business partners. We expect all partners—including suppliers, contractors, and subcontractors—to share our commitment to fair working conditions, environmental protection, and responsible business practices throughout the supply chain.

Our approach is guided by internationally recognized standards such as the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Standards, and the OECD Guidelines. As a member of the MaxTex Association and a Green Button certified company, we actively support environmentally and socially responsible production, including safe working conditions, reduced environmental impact, and respect for human rights.

This CoC is supported by additional guidelines referenced in the Supplier Agreement, which provide practical guidance for implementation.

By following this CoC, our business partners contribute to our shared goal of delivering high-quality products while acting responsibly towards people and the environment.

2. General Requirements

Dibella requires its business partners to comply with all applicable laws and regulations as well as internationally recognized standards in the areas of human rights, labour rights, environmental protection, and business ethics.

Business partners shall respect internationally recognized human rights and conduct appropriate due diligence to identify, prevent and mitigate adverse impacts in their own operations and throughout their supply chains.

Business partners shall implement appropriate measures to ensure that these principles are effectively applied within their own operations and communicated to and followed by their contractors, subcontractors, suppliers, and other relevant business partners.

Compliance with this CoC forms the basis for a responsible and sustainable business relationship with Dibella and is a prerequisite for continued cooperation.

3. Labour Standards

Dibella requires its business partners to respect internationally recognized human rights and labour standards. These standards are based in particular on the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, applicable ILO Conventions, and the Charter of Fundamental Rights of the European Union.

Business partners shall implement appropriate measures to identify, prevent and mitigate adverse impacts on workers in their own operations and throughout their supply chains. Particular attention shall be given to vulnerable groups, including women, migrant workers and young workers.

The CoC shall be displayed in accessible locations in the workplace, and employees shall be informed about their rights and working conditions.

Employment is freely chosen

Business partners shall ensure that all work is carried out on a voluntary basis. They shall ensure that forced labour, bonded labour, prison labour (unless compliant with international standards), human trafficking or any form of coercion does not occur. Workers shall not be required to lodge deposits or identity documents and shall be free to leave employment upon reasonable notice.

Non-discrimination and equal opportunity

Business partners shall ensure equal treatment and equal opportunities in all aspects of employment. Recruitment, remuneration, access to training, promotion, termination and retirement shall be based on objective criteria and not on factors such as race, colour, sex, religion, political affiliation, union membership, nationality, social origin, disability or other personal characteristics.

No exploitation of child labour

Child labour shall not occur. The minimum age for employment shall comply with ILO standards and applicable national law. Young workers shall be protected from

work that is hazardous or harmful to their health, safety or development. Appropriate measures shall be in place to prevent and remediate child labour.

Freedom of association and collective bargaining

Workers shall have the right to form and join trade unions and to bargain collectively. Where these rights are restricted by law, alternative forms of worker representation shall be supported. Worker representatives must not be subject to discrimination.

Wages and benefits

Wages shall comply at least with legal or industry minimum standards and shall be sufficient to meet basic needs of workers and their families. Business partners shall work towards the payment of living wages. Business partners shall ensure that unlawful or punitive deductions from wages do not occur.

Working hours

Working hours shall comply with applicable laws and standards. Overtime shall be voluntary, limited and compensated at a premium rate. Workers shall receive adequate rest periods.

Occupational health and safety

A safe and healthy working environment shall be provided. Business partners shall implement effective measures to prevent accidents and protect workers' health. Business partners shall ensure that any form of abuse, harassment or intimidation does not occur.

Regular employment relationships

Employment relationships shall be based on legally recognized arrangements. Obligations under labour and social security laws shall not be avoided through misuse of contracts or subcontracting arrangements.

4. Environmental Standards

Dibella requires its business partners to conduct their operations in an environmentally responsible and sustainable manner and to comply with all applicable environmental laws and regulations.

Business partners shall apply a risk-based approach to environmental management and continuously improve their environmental performance.

Business partners shall implement appropriate measures to identify, prevent and mitigate adverse environmental impacts in their operations and supply chains, in particular with regard to water use, pollution, and greenhouse gas emissions.

Product and chemical safety

Applicable regulations on chemical substances and product safety must be respected. Business partners shall ensure that all products manufactured are not harmful to human health and are safe for the environment. The use of hazardous substances shall be avoided wherever possible, and otherwise, minimized and controlled and, where feasible, substituted with safer alternatives.

Responsible use of resources

Natural resources shall be used efficiently and responsibly. Business partners are expected to continuously improve their use of raw materials and support our commitment to more sustainable and traceable sources where feasible.

Water management

Water consumption and discharge shall be managed responsibly. Business partners shall take measures to reduce water use, prevent pollution and ensure that wastewater is treated in accordance with applicable requirements.

Climate protection and emissions

Business partners shall take appropriate steps to reduce energy consumption and greenhouse gas emissions. Continuous improvement of environmental performance, including the use of more sustainable energy sources where feasible, is expected.

Environmentally sound production practices

Production processes shall be designed and operated in a way that minimizes environmental impact. Business partners shall aim to reduce waste, emissions and avoid the use of harmful substances.

Transport and packaging

Business partners shall strive to minimize environmental impacts related to transport and packaging, including reducing packaging materials and using more sustainable alternatives.

5. Integrity and Business Ethics

Dibella requires its business partners to conduct their business with integrity, fairness and in compliance with all applicable laws and regulations. Business partners shall implement appropriate measures to prevent unethical or illegal conduct and to ensure responsible business practices throughout their operations and business relationships.

Business partners shall maintain accurate records and provide complete and reliable information to Dibella upon request.

Anti-corruption and anti-bribery

Business partners shall comply with all applicable anti-corruption and anti-bribery laws and regulations.

Business partners shall ensure that bribery, corruption, extortion or embezzlement does not occur. Business partners shall not, directly or indirectly, offer, promise, give, request or accept any undue advantage or benefit intended to improperly influence business decisions or actions.

Fair business conduct

Business partners shall act with honesty, integrity and fairness in all business dealings. They shall avoid conflicts of interest that may improperly influence business decisions and shall ensure that such situations are disclosed and managed appropriately.

Fair competition and antitrust

Business partners shall comply with applicable competition and antitrust laws.

They shall not engage in anti-competitive practices such as price fixing, market sharing, bid rigging or any other agreements or coordinated conduct that restrict, distort or prevent fair competition.

Transparency

Business partners shall act transparently and provide accurate and reliable information regarding their operations and supply chains, as required by Dibella.

Responsible sourcing practices

Business partners shall support responsible sourcing practices. This includes aligning business practices with responsible production planning, avoiding undue pressure on workers and suppliers, and contributing to the prevention of adverse social and environmental impacts within the supply chain.

Data Protection and Confidentiality

Business partners shall ensure the protection of personal data and confidential business information and comply with all applicable data protection and cybersecurity laws. Appropriate technical and organizational measures shall be implemented to prevent unauthorized access, disclosure, loss or misuse of data.

6. Implementation, Monitoring and Enforcement

Dibella requires its business partners to implement the principles set out in this CoC throughout their operations and supply chains.

Communication and awareness

Business partners shall ensure that this CoC is communicated to employees in a manner that is understandable, including in the relevant local language where necessary.

Supply chain responsibility

Business partners shall ensure that the requirements of this CoC are passed on to and implemented by their contractors, subcontractors and suppliers. Appropriate measures shall be taken to monitor compliance.

Monitoring and verification

Dibella reserves the right to verify compliance with this CoC, including through audits and inspections, with or without prior notice.

Business partners shall grant access to facilities, documentation and relevant information and ensure transparency regarding production locations and supply chain structures.

Corrective actions

In case of non-compliance, business partners shall take appropriate corrective actions without delay to address and remedy identified issues.

Consequences of non-compliance

Serious or repeated violations of this CoC may lead to appropriate measures, including the termination of the business relationship.

7. Grievance and Whistleblowing Mechanisms

Dibella promotes access to effective mechanisms for raising concerns and reporting misconduct.

Business partners shall ensure that workers can raise concerns regarding working conditions, human rights and environmental impacts through appropriate grievance mechanisms, without fear of retaliation.

Dibella provides channels for reporting concerns, including direct contact options and independent third-party mechanisms. Reports may be submitted confidentially.

Contact persons:

Ms. Michaela Gnass, Mail: gnass@dibellatextiles.com, Phone: +49 (0) 2871 2198-63

External reporting channels:

Mr. Ralf Hellmann, RH sustainability expert

Mail: info@rh.eco, Tel. +31 (0) 543 490 010

Mr. Gerrit Homeijer, CBA Service GmbH

Mail: g.homeijer@cba-service.com Tel. +49 (0) 2871 2702 52

Acknowledgement

We hereby confirm that we have received, read and understood the Dibella Code of Conduct for Suppliers and Business Partners and commit to complying with its principles.

Company name: _____

Name (authorized representative): _____

Position: _____

Place, Date: _____

Signature: _____