

Swiss Textiles Code of Conduct

for enterprises in the textile and garments industry in Switzerland

Company name: **Fein-Elast Grabher AG**

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Introduction

Socially responsible company management is one of the fundamental and core principles of corporate action. Whenever corporate decisions are taken, the economic, social and ecological consequences must be borne in mind and an appropriate balance of interests struck. Swiss Textiles wishes to make its members aware of these issues. This Code of Conduct provides a guideline for responsible corporate action by Swiss Textiles members in dealings with customers and suppliers.

Swiss Textiles represents some 200 enterprises in the textile and garments industry which manufacture or trade in textiles. The Federation is committed to the superior interests of its member companies and helps them to lay down strong roots for their innovative and high quality products and services on the national and international market.

Scope of application

This Code of Conduct applies worldwide to all the branch establishments and business units of the enterprise which is bound by it and is signed by that enterprise in a self-declaration.

General principles of business management

The enterprise which is bound by the Code of Conduct (referred to below as the enterprise) complies with the laws and legal provisions of the countries in which it does business. The enterprise engages in fair competition and rejects corruption of all kinds, including extortion and bribery. The enterprise endeavours to continuously improve transparency within its procurement chain and ensures appropriate communication of its business practices to the outside world.

Human rights

The enterprise respects human rights in its business activities. It makes sure that it is not involved in any infringements of human rights. In particular, the enterprise respects the following human rights:

- equality of rights and prohibition of discrimination;
- protection of privacy;
- the right to freedom of opinion and free expression of opinions;
- the right of employees to health and safety at the workplace.

Working conditions

The enterprise undertakes to respect social standards at the production site. To that end, it complies with the core working standards of the International Labour Organisation (ILO), in particular:

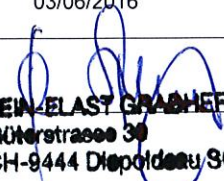
- prohibition of forced labour;
- prohibition of child labour;
- compliance with local working and rest time regulations; the maximum weekly working time should not exceed 48 hours (excluding overtime). Overtime is voluntary and must be compensated;
- payment of a wage which is appropriate to the activity and place of employment with identical pay for identical work;
- compliance with local regulations on occupational safety and health protection;
- respect for the right of assembly and collective bargaining.

Environmental protection

The enterprise respects the environment in its activity at all its places of business. It takes economically viable measures to achieve a satisfactory level of protection. In particular, the enterprise safeguards the responsible handling of chemicals and continuously optimizes its use of water and energy or makes sure that the consumption of these resources is kept as low as possible in the long-term.

Implementation of the Code of Conduct

The enterprises makes all reasonable efforts to implement this Code of Conduct in its business activity. If shortcomings occur it takes remedial measures without delay. On request, an evidence-based explanation as to how the Code of Conduct is respected will be given to the contractual partners of the enterprise. Business secrets or other information with a bearing on competition which needs to be protected are excluded from this reporting.

Signed by:	Fein-Elast Grabher AG	Signed by:	Swiss Textiles
Name:	Herbert Bettray	Name:	Nina Bachmann
Position held:	CEO	Position held:	Head of Technology and Environment
Date:	03/06/2016	Date:	03/06/2016
Signature:	 FEIN-ELAST GRABHER AG Güterstrasse 39 CH-9444 Diessenau SG	Signature:	