

Code of Conduct

Code of Conduct of AMIDEX Objekttextilien GmbH and its subsidiary Amido-Exquisit s.r.o.

The family-owned company AMIDEX Objekttextilien GmbH (Amidex) has been aware of its responsibility to live and communicate ethical values for generations. These values are laid down in this binding Code of Conduct. Managing directors, managers and employees of Amidex and its directly controlled subsidiary Amido-Exquisit are obliged to comply with these guidelines. Managers are required to act as role models and to promote these values throughout the organization.

AMIDEX Objekttextilien GmbH complies with the applicable laws of the countries in which it operates and demands the same from its suppliers. Our basic expectations are not only demanded and implemented by us, but also by our business partners.

Social responsibility

Human rights

Amidex regards respect for international human rights and human dignity as a fundamental part of its values.

Discrimination

We are committed to opposing any form of discrimination within the framework of the applicable rights and laws. This refers in particular to discrimination against employees on the basis of gender, race, disability, migrant workers, ethnic or cultural origin, trade union membership or political affiliation, religion, language, ideology, age or sexual orientation.

Forced labor, serfdom and prison labor

Amidex rejects any form of forced, prison, bonded or compulsory labor. Business partners may neither demand financial deposits from employees nor withhold official proof of identity (in particular identity card, passport or similar) for the provision of a job. Neither the company nor a company that provides labor to the company may participate in or support human trafficking. Employers must keep sufficient recruitment and employment records to demonstrate and verify compliance with this provision.

Child labor

Amidex observes the regulations of the United Nations on human and children's rights. Unless local laws stipulate a higher age limit, no persons under the age of compulsory schooling or under the age of 15 are employed. Employees under the age of 18 may not work more than 8 hours a day, work at night or work under conditions that are harmful to the health, safety or morals of young people and/or their physical, mental, spiritual, moral or social development.

Sexual harassment and sexual and gender-based violence in the workplace

Amidex employees must under no circumstances be subjected to physical violence, physical, sexual, psychological or verbal harassment, abuse or bullying. The company ensures that the provisions of the General Equal Treatment Act (AGG) are complied with without exception.

Right to organize and collective bargaining

The right of our employees to freedom of association is respected within the framework of the applicable rights and laws. All employees have the right to form and join trade unions and to engage in collective bargaining. Employee representatives must not be discriminated against and have access to all workplaces required to fulfil their representative functions.

Labor, safety and environmental principles

Remuneration/ minimum wage

Remuneration, including wages, overtime and fringe benefits, must be at least equal to the statutory minimum wage or the minimum wage customary in the industry, whichever is higher. The remuneration granted for full employment must be sufficient to meet the basic needs of the employees. In the case of work of equal value, no distinction is made between male and female labor.

Working hours/ Overtime

Compliance with the national statutory regulation on maximum weekly working hours is respected, as is the full overtime limit. Overtime is voluntary and irregular. Employees must enjoy at least one day off in every seven-day period. If the manufacturer is party to a collective agreement that has been freely negotiated with employee organizations representing a significant portion of its workforce, overtime may be required under that agreement to meet short-term business needs. Such an agreement must fulfil the above requirements.

Health and safety at the workplace

Amidex guarantees occupational health and safety in the workplace in accordance with national regulations. It also pursues continuous development to improve the workplace in order to make working conditions safer, healthier and more ergonomic on an ongoing basis.

Environmental protection/ water consumption/ greenhouse gas emissions

Amidex is committed to protecting the environment for present and future generations. Laws enacted to protect the environment are observed. Environmentally conscious behaviour of employees and responsible use of natural resources is supported. We take care to minimize resource requirements, including energy use and greenhouse gas emissions, water consumption and waste water, as well as waste and potential environmental impacts in the supply chain. To this end, we co-operate with our producers in order to contribute to the continuous improvement of their environmental performance. In addition, we expect our producers to continuously improve their environmental performance, reduce waste and emissions to air, soil and water, handle, store and dispose of hazardous waste and chemicals in an environmentally friendly manner and recycle. All processes and standards must at least fulfil or exceed the legal requirements.

Chemicals management

Responsible use of chemicals is implemented with the help of a chemicals management system. Only chemicals that comply with the applicable standards are used. However, the aim is to reduce the use of chemicals in the production process as much as possible and to produce more sustainably.

Principles of external relations

Integrity

Amidex is guided in its actions by universal ethical values and principles, in particular integrity, honesty, respect for human dignity, openness and non-discrimination of religion, ideology, gender and ethics.

Corruption/ bribery

Amidex rejects corruption and bribery in accordance with the relevant UN convention. Amidex promotes transparency, inclusive behavior and responsible management and control within the company in a suitable manner. In compliance with existing legal provisions, all employees are prohibited from directly or indirectly offering or accepting benefits.

Transparency and consumer dialogue

Amidex acknowledges the right of consumers to important product information that is required for a qualified purchase decision. This information is made publicly available in accordance with legal requirements.

Business secrets

Amidex requires its employees to respect trade and business secrets. Confidential information and documents may not be passed on to third parties without authorization or made accessible in any other way. This also applies after termination of the employment relationship.

Subcontractor

Amidex will only authorise the use of subcontractors by its manufacturers if Amidex has given its express prior consent and the subcontractor has accepted Amidex's Code of Conduct.

Complaint procedure

Complaints or reports of breaches of this Code of Conduct can be sent anonymously to complaints@amido-exquisit.sk at any time. No sanctions, penalties or similar measures will be taken against the person making the complaint. We guarantee anonymity when dealing with any form of complaint.

Compensation

We are aware of our duty to ensure compliance with our Code of Conduct. Should violations of our Code of Conduct occur and furthermore cause damage to people and/or the environment, Amidex is committed to a comprehensive clarification and is responsible for appropriate compensation.

Amidex's Code of Conduct listed above is in line with the Global Compact, the Ethical Trading Initiative and the ILO guidelines.

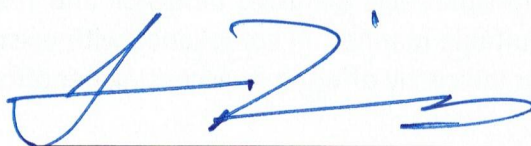
In the event of violations of laws or internal guidelines, labor law and disciplinary measures will be taken in the interests of our employees and business partners as well as society. In addition, violations of applicable law may result in civil or criminal prosecution.

We are aware that the production and processing of textiles entails risks. We assess these risks as part of a risk analysis that we prepare as part of our Green Button 2.0 certification. Furthermore, we work closely with our partners, suppliers and production facilities and maintain open communication in order to minimize risks or, ideally, avoid them in advance. To this end, we document the steps we have taken at regular intervals. This is expressed, among other things, in the avoidance of superfluous or the use of recycled packaging material.

We treat each other with respect - our employees, suppliers and our customers - and this is also reflected in our Slovakian subsidiary.



General Manager AMIDEX Objekttextilien GmbH,
Leobersdorf on 01.12.2024



General Manager AMIDO-EXQUISIT s.r.o.,
Leobersdorf on 01.12.2024