



Code of Conduct Getzner Group

Our principles

Getzner, Mutter & Cie. is the oldest industrial company in Vorarlberg, Austria, and has been operated as a family business since its foundation in 1818.

The companies of the Getzner Group - Getzner, Mutter & Cie., Getzner Textil and Getzner Werkstoffe - stand for innovation and high-tech products. Thanks to a research-oriented attitude and the constant drive for further development and improvement, in over 200 years the companies have developed into internationally successful companies with worldwide locations and subsidiaries.

An essential prerequisite for future growth is our corporate culture. We are dedicated to the company with respect and appreciation and keep our promises. To respond to the challenges of the future, we need employees who take responsibility and managers who advance, promote and lead employees. This Code of Conduct outlines our organisation, our goals, our aspiration, our values and our principles of behaviour.

This Code of Conduct combines in one document our important basic rules and principles that are binding for us both today and in the future. It applies equally to every one of us - to the management, to the managers and to each and every employee. It makes a demand on ourselves and at the same time it is a promise to the outside world for responsible behaviour towards business partners and the public, but also in our dealings with each other within the company. Together we are responsible for the reputation of our company.

We ensure that your conduct as a Getzner employee or business partner complies with these principles. In this respect, managers with personnel and leadership responsibility have a special role model function. If you violate these principles, you must expect sanctions or measures that can be very far-reaching. Feel free to ask for advice on how to apply the Getzner principles of conduct. If you have any questions, please contact your compliance organisation or legal department, your superiors or your human resources department at any time.

Our organisation

The Getzner Group

We are a regionally rooted family business that has been owned by the founders' direct descendants since its foundation in 1818. We actively live traditional values and pass them on to succeeding generations. The goal of the internationally oriented group of companies is long-term value enhancement with vision and a passion for technology.

The Getzner Group consists of three legally independent companies:



Getzner, Mutter & Cie. GmbH & Co. KG

operates necessary infrastructure in the electricity and real estate sectors and, as a holding company, ensures the long-term development of the innovative and future-oriented companies of the Getzner Group. The continuous expansion of technical capability and the cultivation of our most important corporate values - courage and perseverance - guarantee future viability.

Getzner Textil AG

is a leading manufacturer of upmarket African garment damasks and one of the most important and experienced suppliers of fashion fabrics for shirts, blouses and corporate fashion. The Technics and Mobility divisions develop innovative textiles for a wide variety of technical requirements. Among others, they are used in protective equipment, workwear, sports, industrial applications or in the automotive sector.

Getzner Werkstoffe Holding GmbH

is a globally active expert for individual solutions in the field of vibration and shock protection. The high-tech materials for the insulation and isolation of vibrations and structure-borne noise originate from our own research. They are used in railway superstructures, for the elastic mounting of buildings and machines and as structural components.

Our aspiration

The Getzner Group shall continue to be operated as a family business with the goal of long-term value enhancement.

We are committed to industrial and international orientation and focus on our core competencies. We strive for economic success, promote controlled growth of existing business areas to increase earnings and consciously seek new business fields. We generate our own electricity and pursue active asset management. We actively protect the environment and live the global United Nations Sustainable Development Goals. We are guided by the traditional values of our family business.

Our values

What unites us

We are oriented towards performance and competence, we learn from mistakes. To achieve the best solution, we encourage open and critical discussions. We pay attention to cultural diversity, mutual appreciation and strive for consensus.

Solidarity with one another

We are regionally rooted, committed to the family, the employees, the environment and nature conservation, bound by tradition and strengthened by transparency. We rely on trust and credibility.



Entrepreneurial courage

We create new things with courage and consistency and dare to question established ways. With vision and a passion for technology, we create value for our customers.

Economically moderate

We implement our decisions with perseverance and staying power. Investments in the company are oriented towards long-term performance. Maintaining the financial stability of the group of companies guides our actions.

Our principles of conduct

Social responsibility and compliance with the law

As a fundamental principle of our economically responsible actions, we observe compliance with laws, regulations and standards and are aware of our social responsibility.

We respect the generally accepted customs of the countries in which we operate. We follow the rules and guidelines we have set ourselves. Integrity and respect for the rights of third parties determine our dealings with our employees, business partners and the social environment. We respect and support the observance of human and labour rights. We strictly reject any form of forced and child labour. We recognise the right of all employees to establish democratically elected trade unions or employee representations, as well as the right to appropriate remuneration for all employees. Remuneration and other benefits are at least in line with the respective national legal requirements. We make business decisions solely in the best interests of the company.

We avoid conflicts of interest with private matters or other activities, economic or else, including those of relatives or otherwise related persons or organisations, already from the outset. Any financial participation that a Getzner employee holds in a customer, supplier or business partner must be disclosed to the management and approved.

We see ourselves as an active member of society and therefore commit ourselves in different ways. We make donations and show other forms of social commitment solely in the interest of the company and our social responsibility.

Getzner engages in political lobbying in compliance with the legal requirements on lobbying and avoids undue influence on politics and legislation at all costs. We act openly and transparently.

In addition, Getzner complies with its legal obligations to prevent money laundering and terrorist financing. In case of doubt, every employee is required to have unusual financial transactions that may give rise to suspicion checked by the responsible compliance or legal departments.

Dealing with employees and external persons

All our employees are treated with respect. Employees shall not be discriminated against in any way based on national and ethnic origin, colour, age, gender identity and its manifestation, sexual orientation, political opinion, freedom of expression, religion, disability or civil status. The health and safety of all employees must be ensured, and all shall be responsible for it.



All our employees actively support the company and protect its resources. They are willing to undergo continuing professional training. Our leadership is based on the principles of delegation of responsibility and trustful cooperation. Each employee is adequately informed about all matters relevant to his or her work and is involved in the decision-making process as far as possible. All employees are compensated fairly and appropriately for their services. We respect and observe nationally and internationally recognised human rights and support their compliance.

Getzner has worked closely with employee representatives in a spirit of trust since the company was founded. This cooperation is an essential component and proven cornerstone of the company's policy. We maintain an open and constructive dialogue based on mutual trust and respect.

Safety in the workplace

The safety and health of our employees are core values for us and have top priority. Continuous improvements in the working environment as well as a variety of prevention and health measures are a foundation of our corporate culture. All employees must promote occupational safety and health protection in their working environment and comply with the safety standards as well as the legal and internal regulations on occupational safety and health protection. This also applies to companies and their employees who act on behalf of the Getzner Group or supply products and services to Getzner.

Corporate communications

All press releases and other information from the Getzner Group intended for the public are issued exclusively by the respective members of the management board, managing directors or communications managers. This applies to both classic and digital communications.

Competition and antitrust law

We rely on fair competition based on and within the framework of the legal regulations. Cartel agreements on prices, delivery conditions or capacities and the exchange of competitively sensitive information with competitors are not permitted. Cartel violations will not be tolerated and all employees, including the management, must be aware of the consequences that a competition violation or cartel case can have for the Getzner Group. Violations will result in criminal and civil sanctions against the persons concerned.

Corruption

We require our employees not to derive any personal advantage from a supplier, either directly or indirectly, in connection with a business transaction with Getzner.

We avoid any suspicion of active or passive bribery (corruption). In this regard, we therefore comply with all applicable national and international regulations. Corrupt actions will not be tolerated. Since the granting of benefits can lead to conflicts of interest in the relationship with our business partners, customers or employees, even below the threshold of criminal liability, the acceptance and granting of benefits is permissible in business dealings only in the form of low-value gifts that are customary



locally and nationally. The respective compliance regulations of our business partners and customers, which may provide for stricter regulations, must always be observed.

Employees are obliged to disclose actual and potential conflicts of interest immediately and in full to their respective superiors without being requested even if there is only the slightest appearance of such conflict.

International trade

We consider compliance with laws and regulations as a key principle of economically responsible action. We observe the legal prohibitions and obligations applicable to us; in particular, we respect the international agreements and the national laws of the countries in which we do business, as well as regulations on the control of international trade and financial transactions. This includes, among others, the laws and regulations on import and export controls, and we also provide for corresponding processes and regulations.

Environmental protection and sustainability

We manage our operations and production sites in a responsible manner to comply with laws, regulations or the environmental protection requirements set out in operating licences. To this end, we obtain the necessary approvals and authorisations and fulfil the reporting requirements set out therein. We evaluate the environmental and social impacts of our products and projects that may be critical or where required by law. We aim at conserving natural resources, thereby protecting the environment. Our measures aimed at environmental responsibility apply to the entire product range and all production processes. The complete life cycle of the products is considered, from raw materials and production to disposal and recycling. We try to reduce waste, adverse environmental impacts and emissions and, at best, to avoid them. Environmentally conscious thinking and sustainable action are promoted among all employees.

Data protection

Our employees and business partners have a right to confidentiality and protection of their personal data and we respect this. Personal data are only processed to the extent permitted by law and necessary for efficient business operations. The protection of personal data of business partners is also of particular importance to us. No personal data may be processed without a legal basis or the consent of the person concerned. All employees and business partners can find information on the topic of data protection in our data protection declaration, which is publicly accessible.

Protection of intellectual property rights, trade and business secrets

The company's most valuable assets include its intellectual property and our trade and business secrets. We protect our own intellectual property rights and trade and business secrets and we respect the intellectual property rights and trade and business secrets of third parties. We take appropriate technical, organisational and legal precautions and measures to protect our intellectual property and trade and business secrets so that they are not inadvertently disclosed or lost. We use intellectual



property rights, trade and business secrets of the company and third parties exclusively for company purposes and not for personal purposes, unless expressly permitted.

Protection of assets

To protect company property, we use the property and resources of the company and our business partners properly and carefully and protect them from damage, loss, theft or misuse.

Relationship with business partners

In the relationship with our business partners agreements are made in writing, they are complete and clear. Service providers and suppliers are selected based on transparent, fair and free competition. All business is conducted solely in the best interests of the Getzner Group and not based on personal or private relationships and motivations. Internal instructions in this regard, such as the "four-eyes principle" embodied in the competence and signature regulations, are observed.

Reports in case of misconduct

It may happen that company employees notice violations of laws and regulations, of provisions of the Code of Conduct or internal policies and rules. If such misconduct is identified, it must be immediately reported. To this end, the following options are available:

- Information to the compliance organisation or legal department
- Information to the management of the respective company of the Getzner Group
- Information to the immediate superior, the responsible personnel department or the works council
- Reporting to the central reporting channels provided by the respective companies

All reports of misconduct within the meaning of this Code of Conduct and other legal regulations will be treated with equal care and confidentiality. To encourage open and trustful communication, it is expressly stated that employees who report identified violations of laws, the Code of Conduct or other internal guidelines and regulations and who are not (partly) responsible for such violations shall in no way expect negative consequences of any kind. However, Getzner expressly reserves the right to take disciplinary action against employees who intentionally or through gross negligence make false accusations.

Our values and principles of conduct determine the long-term oriented and successful cooperation in our companies. We therefore encourage our business partners to introduce and implement similar principles.

Bludenz, October 2021