

# SOCKSWEAR®

## Code of honor of SOCKSWEAR GmbH

### Introduktion

SOCKSWEAR GmbH is one of the most exclusive companies in Germany and intends to remain part of this circle in the long term. We are committed to creating significant added value for our customers, being a preferred employer for our employees and a recognized member of society. To achieve this, the highest level of integrity and professionalism is required. It is therefore essential that both management and employees attach the utmost importance to compliance with legal requirements and internal regulations.

Success in our business depends on the trust of all our partners: the trust of our customers, our business partners, our employees, those who provide us with services, our competitors, the media, but also society as a whole.

With this Code of Conduct, we are laying the foundation for maintaining and further expanding this trust. In addition, the Code of Conduct helps us to ensure a common system of values.

The values and principles contained in this Code of Conduct are reflected in our company's guidelines and directives. All employees are expected to adhere to these values and principles. Precisely because we are a multicultural and diverse group with a global orientation, we need a common understanding at the highest management level of what constitutes honest and ethically sound business practices. We continuously strive to adapt the Code of Conduct to developments in the business and regulatory environment as well as to our fundamental ethical values.

The management of this company personally stands behind the values described in the Code of Conduct and is committed to providing a management framework that offers the employees and service providers of this company optimal conditions for complying with the Code of Conduct in their daily work.

Eisenberg, 18.05.2026



Harald Wiese  
Geschäftsführung

## **Core values**

### **I Basic ethical values**

#### **Integrity:**

Our reputation is based on our core ethical values and our reputation for integrity, trust, discretion, fairness and professionalism. We respect the interests of our business partners (customers, employees, service providers, competitors, media) and society as a whole.

#### **Sence of responsibility:**

We fulfill our commitments and take personal responsibility for our actions. We only promise what we can keep. We do not deceive our business partner.

#### **Fairness:**

We treat our business partners with courtesy and respect. We promote equal opportunities and a working environment that is free from discrimination and harassment of any kind.

#### **Anonymous complaints system:**

In the event of complaints, those affected can use the complaints letterbox at the entrance to Sockswear GmbH or contact the management or the QHSE officers directly. In addition, a list of external contact details for complaints is available in an information folder at the company entrance. Every complaint is taken seriously, scrupulously examined and documented in order to find an appropriate solution to the problem.

#### **Incorruptibility:**

We neither tolerate nor support any kind of corruption. We therefore immediately ward off attempts at corruption and inform our superiors immediately if we identify any indications of corrupt behaviour.

#### **Whistleblower system:**

We immediately report possible violations of laws, rules, regulations and guidelines, including bribery, corruption, fraud and abuse of power, to our superiors, regardless of business or other pressure.

#### **Monitoring:**

We recognise the importance of all relevant laws as well as all internal and external regulations, guidelines and standards and comply with them. We are committed to ensuring that managers

behave in an exemplary manner. We are committed to a first-class control and regulatory environment.

**Transparency:**

We maintain a constructive, transparent and open dialogue with our business partners, dialogue that is based on fairness, respect and professionalism.

**Discretion:**

Confidential information is also treated as such. We do not disclose any non-public information concerning our company, our customers or our employees, unless this is required by law. Or our employees, unless this is required by law.

**Guidelines for subcontracting:**

The contractor is generally obliged to provide the service himself. Subcontracting is therefore only permitted in individual cases under special conditions and with the express written authorisation of Sockswear GmbH.

**Vulnerable Stakeholder:**

Vulnerable stakeholders are interest groups that are exposed to particular risks and therefore require special protection. These include women, children and young people, ethnic minorities, religious minorities and people with disabilities. We are aware that these groups require special protection. We and our suppliers are committed to this.

**Most serious risks in the supply chain**

**Wage problems:**

By paying a living wage, it must be ensured that the basic needs of employees and their families are covered and that an additional amount is freely available to prevent poverty.

We strive to pay living wages that exceed the statutory minimum wage and cover the basic needs of employees and their families. Our suppliers are committed to gradually implementing this goal.

**Complaints mechanisms:**

The suppliers of Sockswear GmbH must have a solid complaints mechanism in place and must analyse and document complaints received in detail and develop appropriate solutions.

**Gender-based violence:**

It is mainly women who work in the textile industry. Gender-specific violence is therefore a widespread problem in this industry. Sockswear GmbH does not tolerate any kind of gender-specific violence and investigates every report without exception.

**Child and forced labour:**

By signing the Code of Conduct, all our suppliers confirm that they adhere to the ILO guidelines and thus exclude child and forced labour.

**Excessive working hours, night work:**

By signing the Code of Conduct, all our suppliers confirm that the working hours are reasonable and that excessive and unreasonable working hours are prevented.

**Health and safety in the workplace:**

By signing the Code of Conduct, the suppliers of Sockswear GmbH undertake to take measures to protect the health of their employees and to ensure safety in the workplace.

**Inadequate recruitment practices:**

Sockswear GmbH acts in accordance with the General Equal Treatment Act (AGG) when hiring new employees and also expects this from its suppliers in accordance with the BSCI Code of Conduct.

**Suppression of trade unions:**

Sockswear GmbH is aware of the extent and severity of the risk of a lack of freedom of association. We expect our suppliers to recognise the ILO core labour standard and thus approve all necessary activities to ensure free trade union activity.

**Lack of transparency, bribery and corruption:**

We neither tolerate nor support any kind of corruption. We therefore fend off attempts at corruption immediately and inform our superiors without delay if we identify any indications of corrupt behaviour.

**Subcontracting:**

The contractor is generally obliged to provide the service himself. Subcontracting is therefore only permitted in individual cases under special conditions and with the express written authorisation of Sockswear GmbH.

**Use of hazardous chemicals, high water consumption, greenhouse gas emissions:**

Sockswear GmbH is certified in accordance with DIN EN ISO 14001:2015. By signing the Code of Conduct and through their membership of amfori BSCI, Sockswear GmbH's suppliers undertake to make their contribution to environmental protection by acting sustainably.

To further strengthen environmental and health protection, SOCKSWEAR GmbH strives to promote the following internationally recognised standards:

OEKO-TEX® STANDARD 100: All materials and components used must be tested for harmful substances and must fall below the applicable limit values.

GOTS (Global Organic Textile Standard): Only chemicals approved by GOTS may be used.

**Self-commitment to continuously increase the use of sustainable materials:**

Sockswear GmbH wants to make its contribution to sustainable and climate-neutral merchandise management. In order to minimise the impact of production and transport, we use our resources in the most environmentally friendly way possible. This includes the use of environmentally friendly energy sources and FSC-certified cardboard boxes.

**Force majeure (pandemic):**

In the event of force majeure, the extent to which one of the contracting parties can be released from its obligation to perform or supported in some other way is examined. Examples of force majeure include natural disasters or epidemics (pandemics).

**Permissibility of Home-Based Work:**

SOCKSWEAR GmbH recognizes that home-based work can, in certain cases, constitute a legitimate form of employment. However, home-based work is permitted only with the approval of SOCKSWEAR GmbH and under the following conditions:

- Home-based workers must be integrated into the company's social management system.

- The same requirements apply as for regular employees, particularly with regard to compensation, working hours, safety, the prohibition of child labor, discrimination, and forced labor. SOCKSWEAR GmbH commits to consistently implementing these conditions and expects the same from all partners in the supply chain.

## **II Performance-related core values**

### **Service:**

It is our task to create high added value for our customers. We achieve this by knowing our customers, as well as with a high level of judgement, sound specialist knowledge and with fast, courteous service.

### **Top performance:**

By continuously developing our business practices and expertise, we strive for top performance. We strive for top performance. We see mistakes as an opportunity to improve further.

### **Teamwork:**

We achieve more for our business partners when we combine our individual and collective strengths and strengths and skills and when we work together across divisions.

### **Commitment:**

We recognise the contribution of the individual to our current and future success and endeavour to assess this objectively. When it comes to remuneration, we take into account the personal contribution to target achievement, management and control as well as team performance. All employees contribute their best to achieving our common goals with their continuous commitment and dedication.

### **Risk culture:**

Our business activities are based on taking risks in a conscious, disciplined and prudent manner. In the interest and for the protection of our business partners, we attach great importance to independent risk management and control procedures with clear management responsibility.

### **Profitability:**

We are committed to sustainable profitability, which allows us to realise our strategies, long-term investments, remunerate our employees fairly and generate an attractive return for our partners.

## Part I

### Principles

#### 1 Purpose of the Code of Conduct:

The purpose of the Code of Conduct is to summarise the common principles for our company, our management and our employees. management and our employees in a summarised form. Our Code of Conduct is intended to prevent misconduct and promote the values and principles principles explained below. Although the company's guidelines, directives and instructions are not part of the of the Code of Conduct, they reflect the values and principles contained in this document. principles contained in this document. All employees are expected to comply with these values and principles.

#### 2. general principles

##### Task:

Our company delivers top performance and we want to position ourselves as a leading provider in the business areas in in the business areas in which we operate.

##### Responsibility:

We distinguish between the following areas of responsibility and pursue the following objectives:

- **Towards customers:** We provide needs-orientated, innovative products and services and offer appropriate advice, precise processing and a good price/performance ratio.
- **Towards employees:** We offer interesting and challenging positions and competitive salaries. We guarantee equal opportunities and promote personal and professional development.
- **Towards venture partners:** Maintaining mutually beneficial relationships, thereby helping to ensure that they also live up to the principles of the Code of Conduct.
- **Towards competitors:** We respect general business practices and differentiate ourselves differentiate ourselves from the competition with outstanding service quality and efficiency.

- **Towards the media:** We recognise the role of the media, maintain a dialogue with journalists and support them in their task of reporting objectively on our company. objectively about our company.

- **Towards society:** We conduct our business as a responsible member of society and the communities member of society and the communities in which we operate. We adhere to the commitments made in the context of international agreements or codes of conduct. commitments.

- **Towards service providers:** We want to maintain mutually beneficial relationships with contractors, suppliers and joint venture partners; in doing so, we help to ensure that they also adhere to the principles of the Code of Conduct. This helps us to ensure that they also live up to the principles of the Code of Conduct.

#### **Business integrity:**

We fulfil our commitments and take personal responsibility for our actions. We only promise what we can deliver.

#### **Business principles:**

In order to fulfil our responsibilities, we are committed to operating our business profitably, maintaining a strong financial base and keeping our risks at an appropriate level. Making a profit must never be a justification for not complying with the law, failing to fulfil our responsibilities or taking inappropriate risks.

#### **Communication:**

We ensure respectful, professional and timely communication with our business partners. business partners. The information we provide, particularly to government authorities in reports and documents and documents and in other public communications is complete, fair, accurate, objective, timely and understandable in all material respects. complete, fair, accurate, objective, timely and understandable in all material respects. In doing so we are committed to complying with the following principles within the framework of applicable laws and regulations the following principles:

- We communicate openly and transparently.
- We inform our employees before or at the same time as our business partners.

- As a matter of principle, we do not provide any information about customer relationships, matters concerning individual employees, competitors or ongoing investigations.
- We do not comment on rumours.

### **3. Principles of personnel policy:**

The relationship between employer and employee is based on the following pillars:

- an environment that attracts, promotes and connects highly qualified employees with our company and connects them with our company;
- equal opportunities, regardless of race, nationality, gender, sexual orientation, religion or orientation, religion or age;
- a working environment without discrimination, harassment or reprisals;
- an >>open door<< policy that gives all employees access to management;
- periodically conducted fair and objective assessments that recognise the individual contribution contribution to target achievement and team performance as well as compliance with the values and principles of the Code of Conduct.

### **4. Responsibility of employees:**

Every employee is responsible for

- the laws, guidelines and regulations as well as the internal guidelines of our company, including the values and principles of the Code of Conduct, comply with;
- to know the guidelines and common business practices in the respective area of responsibility and apply them conscientiously to the best of your ability;
- raise questions and intervene in the event of non-compliance with behavioural standards;

- to work as part of a team and do their best to achieve common goals to achieve our common goals;
  
- contribute to a working environment in which trust, professionalism, performance, respect and self-respect are respect and self-esteem are promoted;
  
- always act in good faith, responsibly, with reasonable care and skill and without misrepresenting and without misrepresenting material facts;
  
- to act objectively without, however, subordinating personal judgement;
  
- protect the company's assets and resources and promote their efficient utilisation;
  
- always act in an honest and ethical manner, including in the ethical handling of actual or potential actual or potential conflicts of interest;
  
- deal fairly with customers, suppliers, competitors and other employees and never take unfair advantage through unethical behaviour towards another; and benefit through unethical behaviour towards another;
  
- report violations of laws and other misconduct in accordance with the Company's policies and procedures company's policies and procedures so that these matters can be dealt with appropriately. can be dealt with appropriately;
  
- demonstrate leadership competences as a manager by setting a clear, customer-oriented direction, by exemplary personal commitment, credibility and promise fulfilment, appropriate supervision of subordinates, control of monitoring and by supervision of subordinates, control of supervision and by creating an organisational environment in which employees can perform at their best.

## **5. Risk and capital management:**

We focus on complying with regulatory requirements, protecting the investments of our business partners business partners' investments and to ensure an optimal allocation of capital within our business areas. We use appropriate instruments, procedures and authorisation authorisation processes to monitor, control and manage our risks.

## **6. Sustainability:**

We take environmental and social considerations into account in our business decisions and in the management of our decisions and in the management of our resources and infrastructure.

SOCKSWEAR GmbH is committed to systematically integrating environmental and social aspects into all business processes.

We regularly identify environmental and human rights risks along our supply chain and assess their impact on people and the environment.

Our sustainability strategy includes measures to prevent, mitigate and, where necessary, remedy negative impacts.

This strategy is an integral part of our corporate policy and is regularly reviewed and further developed.

We promote the use of environmentally friendly materials, reduce resource consumption, strive for climate-neutral production and are committed to fair working conditions, living wages and the protection of vulnerable groups.

## **7. significant business-specific matters:**

### **Documentation:**

We document all transactions and liabilities accurately, correctly, promptly and completely. We have internal control systems in place to ensure the reliability and accuracy of our accounting and supporting documents and the financial reports based on them. We comply with the applicable archiving regulations in accordance with the applicable laws and guidelines.

### **Duty of care:**

We know our customers and conduct our business in accordance with the principles of the Code of Conduct.

### **Security of information transmission:**

We maintain appropriate systems to control and monitor the transmission of confidential and sensitive information within and outside the organisation.

**Confidentiality:**

The disclosure of non-public information concerning the company and its customers is prohibited unless required by law.

**Conflicts of interest:**

We do not tolerate conflicts of interest. Conflicts of interest between the company and our employees or their families are prohibited unless disclosed and authorised in accordance with this Code of Conduct or other company policies or procedures. Disclosed and authorised in accordance with this Code or other Company policies or procedures. Any situation that could lead to a potential or actual conflict of interest must be reported in a timely and appropriate manner and approved by management.

**Business opportunities for the company:**

Our employees do not derive any personal benefit - direct or indirect - from business opportunities that they have obtained through the use of company property, company information or due to their position in the company. The use of company property, company information or their position in the company for personal purposes is prohibited. Our employees may not compete directly or indirectly with the company.

**Anchoring human rights and environmental due diligence obligations**

SOCKSWEAR GmbH is committed to respecting human rights and environmental standards throughout the entire supply chain in accordance with the OECD Guidelines and the UN Guiding Principles on Business and Human Rights. We conduct regular risk analyses and take appropriate measures to prevent, mitigate and remedy negative impacts.

**Part II****Implementation principles****8. Communication and control:**

Our managers are responsible for communicating the values and principles set out here to our employees values and principles to employees and for monitoring compliance with them.

**9. Reporting of offences:**

Our reputation, which stands for integrity and fair behaviour, is our most important asset. In accordance with our company policy, employees report violations of laws, regulations, guidelines and the regulations, guidelines and the company code of conduct internally so that appropriate measures

can be taken. Retaliatory measures against employees who retaliation against employees who have made reports in good faith is prohibited.

#### **10. Disciplinary measures:**

We assess cases of possible violations of the Code of Conduct and determine disciplinary measures if necessary. It is not only individuals who violate the Code of Conduct who are at fault, but also:

- Persons who are not sufficiently committed to uncovering violations of the Code of Conduct uncover violations;
- Persons who refuse to disclose material information in the event of an offence, even when when requested to do so;
- Supervisors who condone or investigate violations or who attempt to penalise employees or contractors for reporting violations or wrongdoers.
- Possible disciplinary measures may include, but are not limited to: orders, verbal or written reprimands, warnings, demotion, reductions in pay, termination, restitution claims or legal action.

#### **11. Exceptions:**

We do not grant any exemptions or exceptions from the provisions of the Code of Conduct.

#### **12. Continuous further development:**

Although this Code of Conduct does not create any legally binding obligations for our company or confer any legal rights on employees or other persons, we regularly review it and our past behaviour and evaluate our experiences in order to continuously improve our compliance with the principles and values set out in the Code of Conduct.