

For more than 30 years A•S•Aktuell AG (ASA) has been specializing in emblems for Workwear, Corporate Fashion and Sport Clothing.

We are a global wide cooperation with distinguished manufacturers and suppliers of textiles. The basic requirements ASA demands from its suppliers are mentioned in this Code of Conduct. Our suppliers acknowledge and recognize the principles of the U.N.'s „Global Compact“, the Universal Declaration of Human Rights, and the statements of the International Labor Organization (ILO) on the basic principles and rights in the workplace. ASA acknowledges its responsibility towards its customers, business partners and co-workers. This is why ASA has no business relations with suppliers, who openly disobey the principles of the Global Compact.

### § 1. General Principle

The Code of Conduct is a part of our Frame Contracts. By signing the Frame Contract, suppliers also acknowledge and agree to follow this Code of Conduct. The principles in this Code of Conduct are not to be seen as the general rule and/or maximum demand, but should be exceeded, if possible.

This Code of Conduct is the foundation of all business relationships in regards to national and international production processes and production locations, concerning the final processing of the products delivered to ASA. It is valid worldwide, for ASA, its immediate suppliers, and for all other companies involved in the production of goods delivered to ASA.

### § 2. Child Labour and Young Workers

ASA does not accept Child Labor or any kind of exploitation of labor.

Workers can be no less than 15 years of age. Should local laws allow the employment of children for easy tasks between the years of 13 and 15 of age, such tasks shall not be permitted if the minor is held back from school because of work. The child may also not perform any work that is hazardous. (ILO Convention 138)

If Child Labour is found in any place of production, the supplier is to implement a corrective action plan. These corrective measures are to be documented. A corrective plan shall implement the social rehabilitation of the affected child and allow for the completion of a school diploma within the local norm.

### § 3. Discrimination

Any form of discrimination at any time during employment is prohibited. The supplier refrains from any discrimination due to race, religion, political affiliation, disability, age, homosexuality or sex. (ILO Conventions 87, 98, 135 and 154, as well as ILO recommendation 143)

### § 4. Forced Labour

Any form of forced labour is prohibited. Employees are only to be employed, if they choose to do so out of their own free will. (ILO Conventions 29 and 105)

### § 5. Pay and Working Time

The working time is according to the local law, the industrial standard or the relevant ILO-Conventions, whichever is stricter.

The employees have a right to a free day after 6 continuous days of work. Overtime is optional.

The supplier ensures that the employee is being paid minimum wage according to local law or according to industry standards, whichever is higher. The amount of wages should be sufficient to provide for basics living standards. (ILO Conventions 1, 14, 26 and 131)

### § 6. Work & Health Safety

Suppliers provide a safe and healthy work environment. They provide measures to minimize accidents and safety threats at the work place.

Clean toilets and an adequate amount of drinking water are provided for. (ILO Convention 155)

### § 7. Protection of the Environment

The supplier adheres to all laws pertaining to the protection of the environment and follows an efficient sys-

tem to identify any threads to the environment, including the correction of any dangers.

### § 8. Bribery and Corruption

Any form of bribery and corruption is prohibited. The supplier acknowledges and recognizes the international anti-corruption standards, as mentioned in the "Global Compact" per the United Nations, as well any local anti-corruption laws. All suppliers and their employees are to work in a manner, which will not result in any kind of dependency, commitment or bad influence.

### § 9. Information/Communication

This Code of Conduct is to be made accessible and easily obtainable to any employee in the appropriate language of the country. Should there be a case of illiteracy, the Code of Conduct has to be explained verbally.

### § 10. Dialogue with Business Partners

The supplier shall effectively communicate the content of this Code of Conduct to all its sub-suppliers, as well as other business partners, who are involved in the delivery of the product mentioned in the main contract.

### § 11. Monitoring of the Code of Conduct

ASA has reserved the right to make unannounced visits at any time to all places of production. ASA furthermore reserves the right to, at its sole discretion, assign an independent third party to conduct inspections in order to ensure compliance of this Code of Conduct.

The supplier is responsible for the supply chain.

Every violation of any items mentioned in this Code of Conduct is a breach of contract and will result in the termination of all business.

### § 12. Complaints Procedure

Any complaints or indications of a breach of this Code of Conduct can be forwarded to the following contact person, even anonymously:

A•S•Aktuell AG  
Mrs. Panagiota Vunassi  
Luxemburger Str. 15  
53842 Troisdorf, Germany

Tel: +49 (0) 22 41/2 58 83 38  
Fax: +49 (0) 22 41/2 58 83 88  
Email: panagiota.vunassi@as-aktuell.de

All business partners and suppliers guaranty to not punish or use disciplinary actions against anyone who contacts the above mentioned contact person.

Troisdorf, January 2017