

## Code of Conduct



**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.**

### Scope of application

This Code of Conduct for enterprises within the Lantal Group provides a guideline for responsible corporate action by Lantal Textiles AG and its subsidiaries (hereinafter “enterprises”) in dealings with customers and suppliers. This Code of Conduct applies worldwide to all the branch establishments and business units of Lantal Textiles AG which is bound by it and is signed by that enterprise in a self-declaration.

Lantal Group:



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**Interiors Newco Limited**  
**T/A Airline Services Interiors**  
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## General principles of business management

The enterprises which are bound by the Code of Conduct comply with the laws and legal provisions of the countries in which they do business. The enterprises engage in fair competition and reject corruption of all kinds, including extortion and bribery. The enterprises endeavour to continuously improve transparency within their procurement chain and ensure appropriate communication of their business practices to the outside world.

## Human rights

The enterprises respect human rights in their business activities. They make sure that they are not involved in any infringements of human rights. In particular, the enterprises respect 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;
- prevention of any involvement in all forms of modern slavery, including human trafficking, forced, bonded or indentured labour.

## Working conditions

The enterprises undertake to respect social standards at the production sites. To that end, they comply 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 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 enterprises respect the environment in their activities at all places of business. They take economically viable measures to achieve a satisfactory level of protection. In particular, the enterprises safeguard the responsible handling of chemicals and continuously optimize the use of water and energy or make 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 make all reasonable efforts to implement this Code of Conduct in its business activity. If shortcomings occur, they take 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 enterprises. Business secrets or other information with a bearing on competition which needs to be protected are excluded from this reporting.

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