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1. INTRODUCTION

At Textil Olíus we believe that the success and the safeguarding of our future development as a company depends on, amongst other factors, our sustainable business strategy. We intend to make the principles of the Textil Olíus Code of Conduct detailed below, key elements of our business and behaviour.

2. HUMAN RIGHTS AND WORKING CONDITIONS

Textil Olíus is committed to respecting and complying with the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, international Labour Organization conventions (ILO conventions nº 29, 87, 98, 100, 105, 111, 138 or 182) and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises, among other international standards and practices. We work to ensure that neither the company nor its employees breach any of these principles.

Child labour and young workers conditions

Textil Olíus will not allow any form of child labour in their business activities and in the activities of their supply chain, as described in article 3(d) of Worst Forms of Child Labour Convention, 1999 (No. 182).

No forced labour, modern slavery or human trafficking

Textil Olíus is committed to refuse, to do not allow and to denounce any kind of forced labour, modern slavery or human trafficking that may be known in its business activities.

Fair wages, Non-Discrimination and Equal Remuneration (Payment)

Non-discrimination and equal remuneration as well as the commitment to applicable regulations are the base of Textil Olíus recruitment and employment processes.

Freedom of Association

Textil Olíus will always respect the right of workers to associate freely, form and join workers organizations of their own choice, seek representation, and to bargain collectively, as permitted by and in accordance with the applicable laws and regulations.

Health & Safety

Textil Olus is committed to having and maintaining risk assessments plans for our sites and workplaces as well as emergency procedures and potential safety hazards, to provide adequate safety training to employees and suitable protective equipment.

Textil Olus is committed to ensure that all required permits, licenses, inspection and testing reports are in place, up to date and available as required by law.

There will be no tolerance with alcohol or drug use with the aim to prevent any incidents / accidents and to preserve employee health and safety.

Non-Discrimination (Diversity and Inclusion)

Equal treatment and provision of an inclusive working environment to all Textil Olus employees is an integral part of our labour policy, which takes as a reference the applicable Labour Law and any other related law.

Harassment

Textil Olus is committed to providing a workplace free of any form of harassment.

3. ENVIRONMENT

Textil Olus is committed not only to comply with all environment laws and regulations but also to adopt sustainable and responsible practices that promote the conservation of resources and raw materials, and that contribute to the protection of the environment.

Greenhouse Gas Emissions, Energy Efficiency and Renewable Energy

Textil Olus tracks and documents energy consumption and is committed to improving our processes to boost energy efficiency and reduce greenhouse gas emissions. We do so by investing in more energy efficient systems.

We have also invested in renewable energy sources by installing solar panels in our factory roof.

Water Reduction, Air Quality & Waste Management

Textil Olus looks to preserve water resources, reduce waste generation, recycle as much waste as possible for use in our own processes and finally ensure safe waste disposal.

We do this to preserve the environment and contribute to the health and safety of our employees and local community.

Responsible Chemical Management

Textil Olus is committed to identifying and managing chemicals to ensure their safe handling, storage, use, recycling and disposal.

4. BUSINESS ETHICS

Textil Olus is committed to maintaining the highest standards of corporate ethics and lawful conduct. All business relationships and transactions by Textil Olus and its supply chain must conform to local laws and be conducted with the utmost integrity and honesty; including in particular:

Responsible sourcing of materials

Textil Olus will work to ensure its supply chain will not provide products containing materials that contribute to human rights abuses, bribery and violation of ethics, or negatively impact the environment.

Anti-Corruption

Textil Olus is against any form of bribery, corruption, extortion or embezzlement, and complies with all applicable laws related to these issues. Our policy extends beyond these laws and prohibits improper payments in all our activities, both with governmental entities and in the private sector. Negotiations in which transactions are made using illicit means will not be tolerated.

Conflicts of Interest

Textil Olus employees shall avoid any situation or activity in which their personal or financial interest could come into conflicts of interest with those of Textil Olus and reveal an actual or potential risk of conflicts of interest in association with customers, employees or their relatives.

Textil Olus employees are expected to make decisions based on objective criteria, and not to obtain profit, directly or indirectly, as a result of a competing interest that interferes or could be perceived to interfere with the ability to make an objective business decision. No employee may directly or indirectly obtain profit as a result of the awarding of a contract. Consequently, any benefit or gift offered or received which is meant to influence an independent decision or the behaviour of the parties involved will be prohibited and will be qualified as a clear Conflicts of Interest situation.

Privacy and Confidentiality

Textil Olus complies with all applicable laws concerning data protection and information security, ensuring that privacy is safeguarded, personal data is protected, and all business information is kept secure.

Financial Responsibility/Accurate Records

Every documentation, whether internal or external, must be accurate and truthful. Textil Olus acts in accordance with applicable laws and generally applicable accounting principles.

Import/Export Controls and Economic Sanctions

Textil Olus ensures that its business practices are in accordance with all applicable laws,

directives and regulations governing the import / export of parts, components and technical data.

Whistle blower Protection and Non-Retaliation

Textil Olius will not tolerate any form of retaliation against anyone who, in good faith, communicates facts that could constitute a breach of this Code.

Approved By
Ricard Artigas
Textil Olius CEO