



# Supplier Code of Conduct

## Introduction to this Code of Conduct

At Fibertex Nonwovens, social responsibility and sustainability are founded in our values. We want to take active and long-term responsibility for how we affect the world.

We seek to create a balance between financial goals on one hand and respect for people and the environment on the other hand, in order to run a profitable business and at the same time, ensure that our activities are carried out responsibly and with consideration for environmental and social impacts

We believe this to be essential when building and developing trusting relationships with our suppliers.

Fibertex Nonwovens comply with the principles in this Code of Conduct, and we expect the same from our suppliers and subcontractors. Therefore we see acceptance and compliance with this Supplier Code of Conduct as an integral part of supplying to Fibertex Nonwovens.



## Scope

This Policy applies to all suppliers of Fibertex Nonwovens across all production sites and offices.

## Purpose

When considering procurement, we do not only have a responsibility towards the sourced materials and products. We also have a responsibility towards the people and the communities we are sourcing from, all the way through the supply chain. In order to minimize risk we want to be an active partner and inspire our suppliers to take responsibility themselves by continuously develop and improve their way of conducting business.

Fibertex Nonwovens has set an ESG ambition for 2030. This ambition addresses de-carbonization, use of raw materials, health and safety, diversity and individual development and growth, responsible sourcing and innovation.

## FIBERTEX NONWOVENS 2030 AMBITION



In order to meet this ambition, we need the support and commitment from our suppliers. We expect our suppliers to:

- Establish baseline and set relevant and ambitious goals within:
  - Environment:** eg. GHG emission scope 1, 2 and raw materials.
  - Social:** eg. H&S, diversity, equality and inclusion.
  - Governance and innovation:** eg. Circular economy or responsible sourcing.
- Define actionplans and be proactive.
- Be able to demonstrate compliance, share data and progress with Fibertex Nonwovens upon request.

**LEGAL COMPLIANCE**

The supplier commits to identify all relevant national and international legislation concerning supplier's and any sub-supplier's operation, and communicate such information to Fibertex Nonwovens upon request from Fibertex Nonwovens. Fibertex Nonwovens requires that supplier shall, in all activities comply with all relevant local, national and international laws, regulations and provisions applicable in the country of operation. Fibertex Nonwovens requirements specified in this Code of Conduct, may go beyond the requirements of the local, national and international laws, regulations and provisions. Supplier undertakes to inform all concerned employees and sub-suppliers about the content of this Supplier Code of Conduct and ensure that they comply with these terms and conditions.

This Supplier Code of Conduct is not and should not be interpreted as a means to circumvent or undermine national laws or regulations.

**Export Controls and Economic Sanctions**

Suppliers are expected to comply with all applicable international trade regulations. Suppliers must comply with all applicable restrictions, and sanctions on the export of goods and services. Suppliers must not participate in transactions that violate applicable export regulations or sanctions requirements and shall maintain appropriate measures to support compliance with these obligations.

**HUMAN RIGHTS**

Fibertex Nonwovens suppliers must support and respect the protection of international human rights and, if they are involved in any violations, must stop immediately and must remediate any harm to right-holders.

**Privacy**

The suppliers are expected to respect their employee's right to privacy if monitoring employees or when gathering or keeping personal information according to ILO Code of Practice on Protecting of Workers Personal data.

**Community impact**

The suppliers must take responsibility for its surrounding community. This for example means that the supplier should avoid involvement or complicity in human rights violations in interactions with state security forces. Furthermore, the supplier should not participate in or benefit from improper, forced relocations and must compensate adequately for legitimate relocations. The supplier must establish and maintain emergency procedures to prevent all health and safety emergencies and industrial accidents affecting the surrounding community or the environment.

**National risk**

Suppliers are expected to take measures to avoid violations of human rights as a result of government or community practices in the country in which they operate.

## **SOCIAL AND LABOUR CONDITIONS**

Fibertex Nonwovens expects its suppliers to respect and uphold internationally recognized labour rights and ensure safe and decent working conditions for all employees and workers.

### **Working environment**

The supplier commits to ensure that appropriate measures are taken in order to provide a safe and healthy environment by minimising work related risk and hazards at their source. In particular but not limited to, by utilising a proper design, location and maintenance of production facilities as well as production equipment in order to ensure an acceptable level of noise, appropriate lighting and ventilation as well as adequate sanitary facilities and access to clean drinking water. The production facilities shall be designed to enable evacuation in emergency situations and be equipped with first aid and personal protection equipment of appropriate kind and extent. Workers shall regularly be trained in handling emergency situations.

The supplier shall prevent harmful physical or mental stress due to conditions of work and corporal punishment, unlawful discrimination, harassment or any other form of physical or psychological coercion on any employee is strictly prohibited.

The supplier is expected to continuously improve its working environment all the way through the value chain by means of operational control and monitoring and by focusing on awareness training, eg by obtaining an ISO 45001 certification and working dedicatedly with this.

### **Right to organise and collective bargaining**

The supplier shall ensure that employees and other workers are not prevented from associating freely with any workers' association, collective bargaining association or other group of their choosing.

### **Working hours, wages and benefits**

The supplier must ensure that at least minimum wage according to applicable legislation or local industry standard compensation is paid. Supplier shall further compensate employees for overtime worked and ensure that the overtime required does not exceed applicable standards. Wages must be paid on a regularly basis and deductions from wages should be transparently stated on the payslip and must never be used as a disciplinary measure.

The maximum working hours in a week must not exceed 48 hours on a regular basis with a maximum of 60 effective hours per week, including overtime, or less if dictated by national law.

If a supplier provides housing facilities, such housing facilities shall be designed to provide reasonable privacy, quietness, appropriate lightning and ventilation as well as adequate sanitary facilities and be equipped with sufficient evacuation possibilities and basic fire fighting equipment. Employees must be provided with their own individual bed or sleeping mattress as well as private storage capacity for personal effects.

### **Forced labour**

The supplier shall ensure that forced or bonded labour is not used in suppliers or sub-suppliers operations. Supplier may not impose restrictions on the free movement of employees during time off, other than reasonable limitations imposed for the safety and comfort of the employees. The supplier must not withhold the identity cards, travel documents and other important personal papers of its employees, thereby preventing the employees from ending their employment.

### **Child labour**

The supplier hereby recognise the right of a child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the Child's education or to be harmful to the Child's health or physical, mental, spiritual, moral or social development according to the United Nations Convention on the Rights of the Child Article 32.1. and to act in accordance with the best interests of the Child in all suppliers activities.

In this Code of Conduct, the word "Child" is defined as a person younger than fifteen (15) years of age or, as an exception, fourteen (14) years of age in countries covered by article 2.4 in the International Labour Organisation Convention No. 138. Supplier hereby recognise that the minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or moral of young persons shall not be less than eighteen (18) years.

### **Indigenous Peoples and Community Rights**

The supplier shall respect the rights of local communities, indigenous peoples, and other potentially vulnerable groups. The supplier must avoid forced eviction and the unlawful deprivation of land, forests, water resources, or livelihoods.

### **Discrimination and Equality**

The supplier must not discriminate on the basis of age, colour, disability, ethnicity, family status, gender, genetic characteristics, marital status, nationality, race, religion, sexual orientation, national or social origin, union membership, or other form of status recognized by international law. The supplier is expected to promote diversity, equity and inclusion by fostering a respectful workplace, providing equal opportunities, and ensuring equal remuneration for work of equal value. The supplier must protect workers from any form of harassment, bullying, or intimidation in the workplace, whether committed by managers, colleagues, or other workers.

## **ENVIRONMENT**

Fibertex Nonwovens expects its suppliers to actively work to reduce their environmental impact and continuously improve their environmental performance.

### **Energy Use**

The suppliers are expected to use energy as efficiently as possible within their operations and to continuously identify and pursue opportunities to improve energy efficiency. Where possible, suppliers should use renewable energy in their processes and operations.

### **GHG Emissions and Decarbonisation**

Suppliers are expected to track, monitor, and report greenhouse gas emissions from their operations, implement measures to support decarbonisation and reduce emissions, and provide such information to Fibertex Nonwovens upon request.

### **Ressource Use**

The supplier is expected to actively limit the use of resources as much as possible covering all activities from raw materials to finished products. This includes minimizing the use of raw materials, energy, water and chemicals, handling waste in an environmentally responsible way and promoting the reuse and recycling of materials as much as possible. Supplier shall strive to minimise its waste and emissions to air, ground and water.

**Hazardous Waste**

The supplier commits to clearly identify hazardous waste, chemicals and heavy metals and ensure that such substances are handled, stored and disposed of safely and properly in accordance with instructions from the manufacturer of such substances, as well as applicable laws and regulations. Should local legislation and/or systems for the safe disposal of the identified hazardous materials not exist, supplier must ensure that such substances will not be handled, stored or disposed of in a way that may pollute the environment including soil, water and air or constitute a health risk to employees or the community. Supplier commits to ensure that appropriate measures are taken in order to eliminate hazards at their source, in particular, but not limited to, by utilising a proper design, location and maintenance of production facilities as well as production equipment.

**Biodiversity, Land Use and Deforestation**

Suppliers are expected to ensure that their business activities do not contribute to excessive deforestation or harmful land use practices and are conducted in a manner that protects biodiversity, ecosystems, and natural habitats.

**Continuously Improvements**

The supplier is expected to continuously improve its environmental performance all the way through the value chain by means of operational control and monitoring and by focusing on awareness training, eg by obtaining an ISO 14001 certification and working dedicatedly with this.

**ANTI-CORRUPTION**

The highest standards of integrity are expected in all business interactions and the supplier must comply with all applicable laws and regulations on bribery and corruption. Corruption and bribery are recognized as barriers to sustainable development and free trade.

The supplier must never directly or through intermediaries, accept or offer bribes. A bribe is a payment of anything of value – money, products, services, extravagant gifts or entertainment – made to a public official or an employee of a commercial partner in order to secretly influence his behaviour and thereby improperly obtain or secure business.

Fibertex nonwovens does not accept these practices and therefore does not offer or accept any kind of undue payment in any of our business transactions. Supplier shall act accordingly.

**FAIR COMPETITION AND ANTI-TRUST**

Suppliers must conduct business in a fair and ethical manner and comply with all applicable competition and anti-trust laws. Suppliers shall not participate in anti-competitive practices, including price fixing, bid rigging, market allocation, or the improper exchange of competitively sensitive information.

**FINANCIAL RESPONSIBILITY**

The suppliers are expected to maintain accurate and complete records of their business activities and financial performance. Relevant business documentation shall be retained and managed in accordance with applicable laws, regulations, and recognized accounting practices. Information provided to customers, auditors, and authorities shall be accurate, reliable, and transparent.

## ENFORCEMENT AND DEPLOYMENT

The supplier shall effectively communicate and ensure that all measures required herein are implemented. If the supplier does not implement and adhere to the requirements contained herein, this will constitute a material breach of this commitment, and Fibertex Nonwovens may at its sole discretion and without any compensation to the supplier, immediately terminate all existing agreements with the supplier, and cancel any existing orders.

Suppliers are expected to engage in sustainability-related training, information sharing, and improvement initiatives when requested by Fibertex Nonwovens. Fibertex Nonwovens may conduct announced audits at the suppliers sites in order to verify that the supplier is in compliance with this supplier code of conduct. These audits may be performed either by Fibertex Nonwovens or by a third party auditor chosen by Fibertex Nonwovens. In connection with an audit, suppliers shall be prepared to provide Fibertex Nonwovens access to all relevant and reasonably requested information and documentation.

Fibertex Nonwovens expects its suppliers to promote these values throughout their own supply chain and encourage their suppliers to adhere to the same principles.

## GRIEVANCE

Fibertex Nonwovens provides a grievance mechanism through its owner, Schouw & Co., through which suppliers and their employees may raise concerns or report suspected violations related to Fibertex Nonwovens' operations, this Supplier Code of Conduct, or other business-related matters. Reports can be submitted confidentially and without fear of retaliation. All concerns will be handled appropriately and investigated where relevant. The grievance mechanism is available through the Schouw & Co. Whistleblower System and can be accessed [here](#).

## POLICY GOVERNANCE

At Fibertex Nonwovens, policies are continuously maintained and developed to ensure they remain relevant and aligned with business needs and applicable requirements. This includes clearly defined ownership and responsibilities, as well as a defined policy review cycle. The Managing Director are responsible for ensuring that the Supplier Code of Conduct is communicated to relevant suppliers and integrated into relevant processes, while the Group Quality Manager is responsible for the governance and ongoing maintenance of the policy. The policy follows a two-year review cycle.

| Roles & Responsibility |                          |
|------------------------|--------------------------|
| Process Owner          | Group Purchasing Manager |
| QAApprover             | Group Quality Manager    |

  

| Policy Revision       |                    |
|-----------------------|--------------------|
| Review date           | 11. September 2026 |
| Scheduled review date | September 2028     |

**We hereby confirm that we have read, understood and agreed to comply with the terms of this Code of conduct.**

\_\_\_\_\_  
Supplier Company Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date & Company Stamp

