

Rieter Supplier Code of Conduct (Valid July 1st, 2022)

Introduction

Rieter, as a leading supplier to the textile industries, is committed to maintaining the highest ethical standards in its relationships with employees, shareholders, customers, suppliers, competitors, governments, communities and towards the environment. Therefore, Rieter expects its suppliers to maintain equal standards of professional conduct and integrity in their dealings with the company, their employees, shareholders, sub-contractors, customers, suppliers, competitors, communities, governments and towards the environment.

The Rieter Supplier Code of Conduct (the “Code”) sets out the minimal requirements expected of Rieter’s suppliers (“Suppliers”) regarding business ethics and compliance with laws, regulations, and internationally recognized standards.

Laws and Ethical Standards

A Supplier shall respect human rights and operate in full compliance with the applicable laws, regulations, and internationally recognized standards.

Child Labor

A Supplier shall not use workers younger than the age of 15 or the applicable minimum legal age for working, whichever is higher. If national law or regulations permit the employment or work of persons between 13 and 15 years of age for light work, the employment shall not prevent the minor from complying with compulsory schooling or training requirements and shall not harm their health or development.

Forced Labor

A Supplier shall make no use of forced or compulsory labor or of any forms of slavery.

Compensation and Working Hours

A Supplier shall comply with national applicable laws and regulations regarding working hours, wages and benefits and recognize the legal right of workers to form or join unions.

Discrimination

A Supplier shall promote the diversity and heterogeneity of its employees and shall not discriminate with regard to race, religion, physical ability, sexual orientation, gender, health condition, age, marital or parental status, nationality, social or ethnic origin, union membership or political opinion.

Health and Safety

A Supplier shall comply with applicable occupational health and safety laws and regulations and provide a safe and healthy working environment to prevent accidents and injury to health, including employee training. The Supplier shall establish a reasonable occupational health and safety system.

Improper Payments/Bribery

A Supplier shall comply with international anti-bribery standards as stated in the United Nations’ Global Compact and local anti-corruption and bribery laws. In particular, a Supplier may not offer services, gifts or benefits to Rieter employees in order to influence the employee’s conduct in representing Rieter’s supply chain. A Supplier shall be aware that employees of Rieter may neither accept nor offer such services, gifts, or benefits. A supplier shall renounce from giving or accepting improper facility payments.

Money Laundering and Terrorism Financing

A Supplier shall not directly or indirectly facilitate money laundering or terrorism financing.

Conflict of Interest

A Supplier shall disclose to Rieter any situation that may appear as a conflict of interest, and disclose to Rieter if any Rieter officer, employee or professional under contract with Rieter may have an interest of any kind in that business or any kind of economic ties with the Supplier.

Environment

A Supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment. A Supplier shall also implement a strategy to reduce CO₂ emissions in accordance with applicable standards.

Protection of Tangible and Intangible Assets

A Supplier shall keep Rieter's business, financial and technical data as well as business correspondence confidential and shall not misappropriate Rieter's or other companies' tangible or intangible assets.

Data Privacy

A Supplier shall process personal data confidentially and only for legitimate purposes, adequately protect such data and ensure compliance with applicable data privacy legislation.

Sourcing of Minerals and Metals

A Supplier shall not use in its products minerals or metals which originate from conflict-affected and high-risk areas.

Business Partners

This Code is intended to apply also to the Suppliers' subcontractors providing goods or services. Therefore, Suppliers are expected to use their best efforts to ensure their subcontractors' compliance with this Code.

Self-Assessment and Audits

Rieter may ask its Suppliers on a regular basis to provide a self-assessment regarding their adherence to the Code. In case of failing to provide such self-assessment or in case of major deviations from the Code, Rieter reserves the right to conduct audits itself or through external auditors.

Consequences

As a principle Rieter trusts its Suppliers to adhere to this Code and do their utmost to achieve its standards.

In case of any violation of this Code by a Supplier, Rieter shall be entitled to terminate any contract and business relations with the Supplier with immediate effect without compensation and reserves the right to take legal action at its discretion.

Place, Date

Signature

Name (Block Capitals, Function)