

Code of Conduct – Oehmigen Berufsbekleidung GmbH

Preamble

Oehmigen Berufsbekleidung GmbH, headquartered in Ruhstorf an der Rott, has stood for quality, reliability, and responsibility since its foundation. We manufacture and distribute workwear and personal protective equipment that not only provides protection and functionality but also conveys a sense of safety and professionalism. Our economic success is directly linked to the responsibility we assume towards our employees, customers, business partners, other interested parties, and society.

Oehmigen Berufsbekleidung GmbH is certified according to **DIN EN ISO 9001 (Quality Management)** and **DIN EN ISO 14001 (Environmental Management)**. These standards form the basis for our continuous improvement, structured quality management, and sustainable, environmentally responsible business operations. This Code of Conduct outlines the principles and values that guide our actions in all areas of our business. It is binding for all employees, managers, and the executive management team, and serves as a guideline for responsible, fair, and legally compliant behaviour.

1. Compliance and Integrity

We comply with all applicable laws, regulations, and statutory requirements. This includes occupational safety, environmental protection, data protection, as well as commercial and tax regulations. Legal compliance is non-negotiable and forms the foundation of our business activities.

We strictly reject corruption, bribery, and any form of unfair business practices. Decisions are made based on objective criteria and are never influenced by personal advantages. Our business partners can rely on working with a trustworthy and fair company.

2. Occupational Health and Safety

The safety and health of our employees is our highest priority. We believe that safe workplaces are essential for motivation, productivity, and quality. Therefore, we commit to complying with all legal occupational safety requirements and to promoting preventive measures.



We conduct regular safety training sessions and document them thoroughly. New employees receive comprehensive safety instructions before starting their work. Every employee is encouraged to report hazards immediately, contribute improvement suggestions, and actively participate in prevention.

Managers carry special responsibility: they act as role models for safe working practices, provide the necessary resources, and ensure compliance with all safety requirements. Our goal is to establish a culture in which safety is a natural part of everyday work and everyone takes responsibility.

3. Interpersonal Conduct

Respect, fairness, and team spirit shape the way we work together. We view diversity as a strength and treat all individuals with appreciation — regardless of gender, age, origin, religion, beliefs, sexual orientation, or disability. Discrimination, bullying, or harassment have no place in our company and will not be tolerated.

We promote open and transparent communication. Criticism is expressed constructively, and conflicts are resolved fairly and with a focus on solutions. Our aim is to create a working environment where everyone feels comfortable, can develop their potential, and contribute to the company's success.

4. Sustainability and Environmental Protection

As a company operating in the textile sector, we are aware of the ecological impact of our activities. We therefore commit to the responsible use of resources and strive to make our processes sustainable.

We focus on efficient use of energy and raw materials, reducing waste, and promoting recycling wherever possible. Our suppliers and partners are also encouraged to comply with sustainable standards. In the long term, we aim to expand our product range with more environmentally friendly materials and processes.

Our **DIN EN ISO 14001 certification** confirms that we have implemented a structured environmental management system that continuously improves our environmental performance.

5. Business Relationships and Supply Chain

We maintain fair and cooperative relationships with our customers, suppliers, and business partners. Transparency, reliability, and mutual respect form the basis of long-term collaboration. We commit to refraining from anti-competitive practices and strictly reject price-fixing or any form of market manipulation.

We expect our suppliers and partners to adhere to the same standards we set for ourselves. This includes compliance with human rights, fair working conditions, the prohibition of child and forced labour, and adherence to environmental and safety standards.

6. Confidentiality and Data Protection

Protecting information is of central importance to us. Business information and trade secrets are treated confidentially and are only shared when explicitly authorised or legally required.

Data protection is not only a legal obligation but also an expression of respect for the personal rights of our employees, customers, and partners. We comply with the General Data Protection Regulation (GDPR) and all other relevant regulations, ensuring that personal data is used only for its intended purpose and stored securely.

7. Quality and Customer Satisfaction

Our workwear stands for high quality, functionality, and durability. We are committed to not only meeting but exceeding customer expectations. Quality is the result of competence, diligence and continuous improvement.

Our **DIN EN ISO 9001 certification** obliges us to maintain an effective quality management system. This ensures that our processes are standardised, verifiable, and continuously improved. Every employee contributes to ensuring that our products meet the highest standards.

We view mistakes not as failures but as opportunities for improvement. We take customer feedback seriously and use it to further develop our products and services.

8. Responsibility and Implementation

This Code of Conduct is binding for all employees of Oehmigen Berufsbekleidung GmbH. Each individual is responsible for complying with the principles described herein. Managers have an additional role model function: they provide guidance, support their teams in implementing the Code of Conduct, and take consistent and appropriate action in the event of violations.

The management regularly reviews the effectiveness and relevance of this Code and updates it when necessary. Violations may result in disciplinary consequences. The management team is available at any time to address questions or concerns.

Closing Statement

The Code of Conduct of Oehmigen Berufsbekleidung GmbH is more than a set of rules: it reflects our values, our corporate culture, and our identity. It is intended to guide us in shaping a company that stands for quality, safety, sustainability, and fairness.

We are convinced that only by taking responsibility and adhering to clear values can we achieve long-term success and maintain the trust of our employees, customers, and partners. Together, we contribute to shaping the future of Oehmigen Berufsbekleidung GmbH responsibly and successfully.

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