

Code of Conduct of Sieger GmbH and the Mecalit-Group

As a leading brand manufacturer of outdoor furniture and a supplier to well-known, globally operating brand manufacturers of household appliances and the automotive industry, the group of companies is committed to responsible and lawful action.

Compliance with the principles anchored in the Code of Conduct is a prerequisite for developing and maintaining an excellent reputation for Sieger and Mecalit in the public, with its employees, its customers and with all business partners.

The following guidelines for responsible action are therefore binding for the entire group of companies.

Law and Regulations

Every employee undertakes to strictly comply with the statutory regulations and legal provisions. The fundamental observance of law and order is the top priority for all employees and applies in full to all actions. Compliance with applicable law extends to the respective laws and legal regulations of the countries in which we conduct our business activities or carry out a business process.

Corruption and Bribery

Any kind of corruption or bribery in the group of companies is prohibited. This applies to active and passive corruption or bribery.

No employee is permitted to offer or grant any other person or business partner - whether directly or indirectly - unlawful advantages in the form of payments of money or other benefits.

No employee is allowed to use their position to request or accept personal benefits for themselves, family members or third parties. The acceptance of usual occasional gifts of low value or invitations to meals or events within reasonable limits are excluded from this.

Ethical Conduct

Child labor of any kind is prohibited. Unless local law specifies a higher age limit, no person of school age or younger than 15 may be employed.

Employees under the age of 18 are not permitted to carry out dangerous work and are only allowed to work at night to a limited extent with consideration given to their educational needs. Furthermore, they are forbidden to work more than 8 hours a day and must take a break of at least 60 minutes per day.

It is not permitted to allow expectant mothers to carry out heavy physical work or activities in which they are exposed to the harmful effects of health damaging substances or radiation, dust, gases or fumes, heat, cold or moisture, vibrations or noise. Overtime, night work between 8 p.m. and 6 a.m. as well as work on Sundays and public holidays are also not permitted for pregnant or breastfeeding women.

Any form of forced labor is prohibited. All employees must take up work of their own free will and continue employment at their own request.

The personal dignity, privacy and personal rights of each individual must be respected. Employees must not be physically punished, sexually, psychologically or verbally harassed or abused.

Regardless of their skin color, race, nationality, social background, any disability, sexual orientation, political or religious beliefs, gender or age, all employees are to be treated strictly according to their abilities and qualifications in all business decisions. This applies in particular to hiring, promotion, remuneration, special allowances, training measures, dismissal or termination.

Avoiding Conflicts of Interest

Within the group of companies, business decisions are made solely in the best interest of the company. Conflicting interests relating to private interests or other economic or miscellaneous activities, also of relatives or other related persons or organizations, should be avoided a priori. However, in case of conflicts of interests they shall be solved in compliance with law and the applicable company guidelines. Therefore, a transparent disclosure of the conflict is required.

Wages and Working Hours

Wages, including overtime and benefits, must be at or above the level of applicable national laws and regulations. The agreed wages are to be paid at the specified times.

We grant workers the right to freedom of association and collective bargaining.

Employees shall not be required to regularly work more than 48 hours per week (excluding overtime) or a total of 60 hours per week (including overtime) except where there is a specific

business need or where national regulations provide for shorter working hours. Except for specific business needs, employees must have at least one day off per 7-day working period.

Health, Environment, Safety

We comply with the environmental regulations and standards that affect our companies. Environmental pollution is to be minimized and environmental protection is to be continuously improved. An environmental management system according to ISO 14001 is applied and the company is certified accordingly.

We are committed to providing a safe and healthy work environment to prevent accidents and injuries. An occupational safety management system according to ISO 45001 has been introduced and is in use.

We are committed to developing and implementing plans to reduce our carbon footprint to the 1.5 degree scenario presented by the UNFCCC Paris Agreement.

General

We commit or oblige our business partners to also behave in accordance with the code of conduct guidelines or the standards in the sense of SA8000 and to comply with them.

Management, 28th of June, 2023



Michael Meier



Matthias Meier