



DIGI-TEXX

CODE OF CONDUCT

Effective as of 1st September 2015



TABLE OF CONTENTS

FOREWORD

CODE OF CONDUCT

I. DIGI-TEXX CONDUCTS TRANSPARENT BUSINESS RELATIONSHIPS

1. Conflicts of interest
2. Prohibition of corruption
3. States as customers and dealing with authorities
4. Lobbying
5. Gifts, hospitality and invitations
6. Donations, sponsoring and charity

II. DIGI-TEXX OPERATES IN A FREE AND FAIR MARKET

1. Fair competition
2. Fair purchasing
3. Accurate accounting and financial reporting
4. Prohibition of money laundering

III. DIGI-TEXX PROTECTS DATA, BUSINESS SECRETS AND COMPANY ASSETS

1. Strict protection of personal data
2. Confidentiality, IT security and protection of customer data
3. Protection of know-how, intellectual property and business secrets
4. Proper handling of company assets and business trips
5. Communication about company matters

IV. DIGI-TEXX ADHERES TO LABOUR, SAFETY AND ENVIRONMENTAL STANDARDS

1. Equal treatment and non-discrimination
2. Compliance with labour standards
3. Environmental protection
4. Safety in the workplace



FOREWORD

Dear Colleagues,

For the first time, the basic rules and principles governing our behaviour at DIGI-TEXX ('the Company') now and in the future have been brought together in this Code of Conduct ('CoC'). Our CoC provides a general framework for responsible business conduct at the Company, and applies equally to each and every employee.

This CoC not only sets an internal standard for all DIGI-TEXX employees, it also signals to our customers, business partners and the general public that we will at all times act responsibly and fully in line with all applicable laws, rules and regulations. This CoC aims at putting our corporate mission and values into practice by highlighting potential areas of risk and conflict, prescribing specific guidelines of conduct for these areas, and explaining those with specific examples.

Failure to observe our CoC can lead to considerable financial and reputational damage not only to DIGI-TEXX, but also to our employees, customers and business partners. That is why the CoC is strictly binding for all DIGI-TEXX employees, and violations of the CoC will not be tolerated: Anyone who violates the CoC will face consequences, which - depending on the seriousness of the violation - can include actions under the labour law, claims for damages under the civil law and penalties under the criminal law.

The CoC cannot answer all the questions that you may encounter in your everyday work, which is why it is supplemented by more specific Company policies. Generally, if you are unsure whether your conduct is in accordance with the CoC, you should ask yourself the following questions:

- *Is my conduct legal under Vietnamese laws, and is it also in accordance with DIGI-TEXX's policies?*
- *Is my conduct in line with DIGI-TEXX's corporate mission and my own ethical values?*
- *Is my conduct free of any conflicts of interest?*
- *Can I take responsibility for my conduct with good conscience?*
- *How would my conduct look if it were reported in a newspaper, would it pass the "newspaper test"?*

If you can answer all above questions with 'yes', your conduct is most likely in line with the CoC. However if you are still uncertain about the answer to any one of those questions, please do not hesitate to contact your superior and/or the Company lawyer. If you expect your superior to be involved in any wrongdoing, please immediately inform the CEO or the Company lawyer directly instead (you won't be punished for doing so).



We all bear joint responsibility for our company's reputation. Misconduct by individuals can cause immense harm to all of us. So please read this code of conduct carefully and let us use it to guide our day-to-day conduct.

Frank Schellenberg

Thomas Hofmaier



CODE OF CONDUCT

I. DIGI-TEXX CONDUCTS TRANSPARENT BUSINESS RELATIONSHIPS

Full compliance with the law, transparency and integrity in all business transactions are basic principles of responsible business conduct. We adhere to all laws, rules and regulations at all times, even if this involves short-term business disadvantages or difficulties for DIGI-TEXX or individuals. This being the case, all DIGI-TEXX employees have to observe the following basic principles of transparent business conduct:

1. Conflicts of interest

A conflict of interest exists if the private interests of a DIGI-TEXX employee clash with DIGI-TEXX interests or there is a possibility of this happening. If DIGI-TEXX employees pursue personal interests and do not disclose them or place their personal interests above those of the Company, this could damage DIGI-TEXX and question its integrity and professionalism.

DIGI-TEXX guiding principles: DIGI-TEXX business decisions are made exclusively in the best interests of the Company. Any conflicts of interest with personal matters or other business or non-business activities, including those of relatives or other related parties must strictly be avoided. DIGI-TEXX counts on all its employees taking decisions based solely on objective criteria and not allowing themselves to be guided by personal interests or relationships. Should such conflicts nevertheless occur, they must be resolved openly and transparently.

Your contribution: Remember that you can also find yourself in a conflict of interest. Inform your superior if you have connections to individuals or companies with whom DIGI-TEXX conducts business that could lead to conflicts of interest, e.g. family relationships, partnerships, business partnerships or investments. Avoid the appearance of a conflict of interest and disclose any apparent or actual conflicts of interest to your superior.

Example: *One of DIGI-TEXX's contracting parties often pays late. The employee responsible for the payments is a friend of yours and would therefore prefer it if you did nothing. In some cases it may also be in DIGI-TEXX's interests to tolerate late payments. However, you must rule out in each case that this decision is influenced by personal interests and reasons. Do not decide on further course of action on your own for this reason. Inform your superior and agree on further course of action with him/her.*

2. Prohibition of corruption



Corruption is a serious problem in conducting transparent business. It produces decisions based on improper grounds and prevents progress and innovation. Corruption further distorts competition and is damaging the Company's reputation and credibility. Corruption is a criminal offense both in Vietnam and abroad, and it may incur fines and civil liability for the Company. It may also result in sanctions under criminal law for DIGI-TEXX employees involved.

DIGI-TEXX guiding principles: DIGI-TEXX does not tolerate corruption, even if done in the 'best interests of the Company' and even if no individual gain is received. All DIGI-TEXX employees must only grant benefits to business partners, customers or other external third parties under the legally permissible conditions and in line with the rules laid down in the Company's relevant policies.

Your contribution: Never accept a bribe directly or indirectly in any form. Never grant a bribe. Keep an eye out for any acts of corruption around you. If you receive any corruption-related tip-offs, inform your superior or the Company lawyer.

Example: *You are responsible for sales in a DIGI-TEXX company and would like to outstrip this year's revenue target. You prepare a bid for a major contract that a potential customer has invited bids for. The decision maker responsible at the customer offers to influence award of the contract in DIGI-TEXX's favour. Question the offer. If there are any signs of corruption (e.g. the decision maker makes the influence offered dependent on improper aspects like a cash payment to him/her personally), you must reject the offer. Inform your superior immediately. If you suspect your superior to be involved, immediately inform the CEO or the Company lawyer of the incident.*

3. States as customers and dealing with authorities

Governments, authorities and other public institutions are potentially important customers for DIGI-TEXX. Dealing with them often involves special statutory rules. Individual breaches have serious consequences and may bar DIGI-TEXX from public contract awards for good.

DIGI-TEXX guiding principles: DIGI-TEXX consistently complies with the particularly strict legal provisions that apply when dealing with governments, authorities and public institutions. So-called "facilitation payments" may be requested under specific circumstances (such as payments to accelerate administration matters that are routinely encountered). However, this may easily be considered inadmissible influence. For this reason, DIGI-TEXX does not make any facilitation payments.

Your contribution: Be aware that particularly strict conditions apply when dealing with public contract awarders.



Example: You know that an authority is planning to solicit bids for a major contract. You consider phoning the authority employee responsible for the solicitation who you know from an old project and asking him to design the solicitation in such a way that it fits DIGI-TEXX to ensure that DIGI-TEXX secures the contract. Refrain from doing so, as this type of influencing would be illegal in Vietnam and abroad.

4. Lobbying

Politics and legislators exert an influence on business processes. DIGI-TEXX's involvement in commercial trade means that it also affects society. It can specifically bring its interests into decision-making processes, like those for legislation plans, through interest groups.

DIGI-TEXX guiding principles: DIGI-TEXX lobbies centrally, openly and transparently. When doing so, DIGI-TEXX at all times obeys the applicable laws in Vietnam and all other countries in which it operates. Dishonestly influencing policymakers and government is to be avoided without fail.

Your contribution: Do not lobby as a DIGI-TEXX employee without this being agreed and do not attempt to influence political decisions on behalf of DIGI-TEXX.

Example: An acquaintance of yours is a member of the parliament. You know that a legislation proposal that is important for DIGI-TEXX is currently being discussed in the parliament and contemplate the idea of contacting your acquaintance to explain DIGI-TEXX's interests in connection with this legislation proposal. Do not approach your acquaintance about the issue. Lobbying at DIGI-TEXX is only coordinated centrally and conducted openly and transparently. The right point of contact for such lobbying action is the DIGI-TEXX CEO and Board of Management.

5. Gifts, hospitality and invitations

Benefits in the form of gifts, hospitality and invitations are prevalent in business relationships. These benefits are considered legally permissible to look after customers and are not a cause for concern as long as they are within reason. However, if such benefits exceed what is reasonable and are misused to influence business partners, they may constitute corruption.

DIGI-TEXX guiding principles: DIGI-TEXX has issued clear rules on appropriateness of benefits in the form of gifts, hospitality and invitations in its policy on handling gifts, hospitality and invitations to events.

Your contribution: Familiarize yourself with the Company policy on handling gifts, hospitality and invitations to events, and strictly abide by it. Check your conduct in



connection with this to see whether there may be conflicts of interest or whether any can arise.

Example: A DIGI-TEXX supplier's employee gives you a valuable birthday gift that you are not permitted to accept under the Company's relevant policy. You are sure that this does not affect DIGI-TEXX's business relationships with the supplier since you are not one of the key decision makers. However, you are still not permitted to disregard the Company's policy under any circumstances. If you are concerned that rejecting the gift could be misconstrued, contact your superior and agree on a solution with him/her.

6. Donations, sponsoring and charity

DIGI-TEXX supports selected non-profit institutions and causes through cash donations and donations in kind as well as sponsoring measures. In order to avoid conflicts of interest and to ensure standard conduct within the DIGI-TEXX Group, the granting of donations and sponsoring measures is only permitted in accordance with the applicable Company policy.

DIGI-TEXX guiding principles: DIGI-TEXX does not grant any donations or sponsoring measures for political or religious causes. DIGI-TEXX does not grant any donations aimed at bringing about specific performance, decisions or considerations in return for such decisions. All donations and sponsoring measures are only granted in a transparent approval process at DIGI-TEXX.

Your contribution: Only grant donations or sponsoring measures in line with the rules stipulated in the respective Company policy.

Example: An acquaintance of yours is a respected local politician. Since the local elections are coming up soon, he asks you, a successful DIGI-TEXX employee, for a cash donation from DIGI-TEXX for the election campaign. Donations may only be granted after going through the approval process provided for in the relevant Company policy. The donation cannot be approved in this specific case since DIGI-TEXX does not make politically motivated donations.

II. DIGI-TEXX OPERATES IN A FAIR AND FREE MARKET

DIGI-TEXX operates as a fair and responsible competitor. For us, bribes and cartel agreements are not a means of winning business. We would rather forgo a contract and fail to reach internal goals than act against the law. All DIGI-TEXX employees therefore observe the guidelines that follow.



1. Fair competition

Fair and free competition is protected by competition and antitrust legislation in force. Complying with this legislation ensures that competition is not distorted, which is in the interests of all consumers and for their benefit. Agreements and concerted practices between competitors intended to achieve or effect the prevention or restriction of competition are especially prohibited. Abusing a dominant position on the market is also inadmissible. Such abuse can, for example, take the form of treating customers differently for no objective reason (discrimination), refusal to supply or imposing unreasonable prices and conditions. Anti-competitive conduct not only has the potential to damage DIGI-TEXX's reputation considerably, but also to incur severe fines and penalties.

DIGI-TEXX guiding principles: DIGI-TEXX's business is conducted solely on the basis of merit and market economy principles as well as free and open competition. We like to measure ourselves against our competitors, always abiding by rules and regulations as well as observing ethical principles. DIGI-TEXX employees do not enter into any anti-competitive agreements with competitors, suppliers or customers. If DIGI-TEXX is in a dominant position on a market, it does not abuse this position.

Your contribution: Ensure when in contact with competitors that no information is imparted or received that allow conclusions to be drawn about the informer's current or future business conduct. Avoid conversations with competitors about issues that are important among the competition. Examples of such issues are prices, pricing, business planning or delivery times.

Example: *You talk to a competitor's employee at a seminar. After a while you notice that he is trying to get information about DIGI-TEXX's business planning for the next fiscal year out of you. In return, he offers to give you the same information about his company. Make it unequivocally clear to the competitor's employee immediately that you will not talk to him about such issues. This type of conversation — in addition to the unauthorized disclosure of business secrets — is a breach of the competition and antitrust legislation in force and could have drastic consequences for you personally and DIGI-TEXX as well as for the competitor. Inform the CEO or the Company lawyer immediately of this incident.*

2. Fair purchasing

DIGI-TEXX is bound by contract to a large number of suppliers and service providers in its business operations. They make it possible for DIGI-TEXX to supply its own customers with products and services. DIGI-TEXX's business success depends, among other things, on working with the most able suppliers and service providers.

DIGI-TEXX guiding principles: DIGI-TEXX carefully selects suppliers and service providers based on objective criteria. When purchasing products and services the



purchasing departments responsible must be consulted as laid down in the relevant purchasing policies.

Your contribution: Do not favour a supplier or service provider one-sidedly with no objective reason. Avoid any conflict of interest. Do not purchase any products or services without first having looked at the market and at least three (3) alternative suppliers. Follow the relevant Company policy and involve the purchasing department responsible at an early stage in the purchasing process.

Example: *It comes to your attention that DIGI-TEXX would like to choose a supplier delivering poor quality at high prices as part of a major order while the quote from another supplier offering higher quality and better value for money is not to be taken into account. Notify your superior or the Company lawyer immediately to ensure that the quote most cost-effective for DIGI-TEXX has a chance.*

3. Accurate accounting and financial reporting

DIGI-TEXX can only establish and keep the public's confidence as well as the trust of shareholders and contracting parties through proper accounting and correct financial reporting. Any irregularities may have serious legal and reputational consequences for DIGI-TEXX and particularly for the employees responsible.

DIGI-TEXX guiding principles: DIGI-TEXX adheres strictly to general statutory rules for proper accounting and financial reporting. Transparency and openness are of paramount importance here.

Your contribution: Ensure that all financial information is recorded correctly and in good time in your area of responsibility. If you have any questions about how to record data correctly, contact your superior or the accounting department responsible.

Example: *You urgently need new equipment. However, the budget in your department for the current fiscal year has already been used up. You consider acquiring the equipment nevertheless and posting the costs in the next fiscal year when your budget is replenished. Entries must always be posted correctly. Posting entries incorrectly may have serious consequences for DIGI-TEXX or individual employees.*

4. Prohibition of money laundering

Money laundering occurs when money (funds or cash) or other assets originating directly or indirectly from criminal offenses are brought into circulation in the legal economy, making them appear legal. Liability for money laundering does not require the person involved to be aware that money is being laundered through the legal transaction



concerned or the transfer concerned: Even unknowingly being involved in money laundering may be a reason for serious penalties for DIGI-TEXX and its employees.

DIGI-TEXX guiding principles: DIGI-TEXX carefully checks the identities of all its customers, service providers and other third parties with whom legal relationships are entered into. DIGI-TEXX's only conducts business relationships with serious contract- and business partners who are operating in line with all legal provisions, and using only funds from legitimate sources. All incoming payments must be clearly assigned to the corresponding services contract, and posted into DIGI-TEXX accounts without delay.

Your contribution: Do not take any action whatsoever that may violate accounting and- / or money laundering provisions in Vietnam or abroad. Be alert and investigate any suspicious conduct of customers and business partners. Do not accept any cash payments, but always ask for payments to be made by bank transfer instead, as is common in general business dealings. All employees are required to report unusual financial transactions, especially those involving cash, which could give grounds to suspect money laundering, to the responsible accounting department or the company lawyer for review.

Example: *One of DIGI-TEXX's customers has paid too high an amount. He asks for the excess amount to be repaid by transferring it to a private account held in the USA or Switzerland, or by paying it back in cash instead. This kind of request always needs an explanation. Do not accept such customer proposals readily. Instead, ask the customer why the amount cannot be repaid in the same way it was originally paid. If you are still in doubt about whether the customer's request is legitimate after he has answered, obtain advice from your Company lawyer or legal department.*

III. DIGI-TEXX PROTECTS DATA, BUSINESS SECRETS AND COMPANY ASSETS

DIGI-TEXX and each individual employee must strictly protect both employee and customer data as well as company-specific know-how and assets. The guidelines that follow apply in this context:

1. Strict protection of personal data

There are special statutory rules in most countries to protect privacy of both customers and employees when dealing with personal data. Collecting, storing, processing and other use of personal data essentially requires the consent of the person concerned or another legal basis.

DIGI-TEXX guiding principles: DIGI-TEXX strictly protects the personal data of employees, customers, suppliers and other persons concerned. DIGI-TEXX only collects,



gathers, processes, uses and stores personal data for which this is prescribed by law, and / or required for DIGI-TEXX's regulated business operations.

Your contribution: Ensure that personal data is only collected, stored, processed or used in any other way on a legal basis or with the consent of the person concerned. Contact DIGI-TEXX's data protection officer or Company lawyer in the event of any doubt.

Example: *You have organized a seminar for DIGI-TEXX with external participants and receive personal data from the participants for it. A colleague asks you to pass the addresses on. Do not pass this data on, because in principle, data can only be used for the purpose for which it was communicated.*

2. Confidentiality, IT security and protection of customer data

Strict confidentiality with regards to customer data are of paramount importance to DIGI-TEXX. Therefore, information technology (IT) and electronic data processing (EDP) are an integral part of DIGI-TEXX's business.

DIGI-TEXX guiding principles: DIGI-TEXX takes all necessary steps to suitably protect confidential information and business documents from access and inspection by unauthorized colleagues and other third parties. DIGI-TEXX further maintains the highest standards of IT/EDP security. All DIGI-TEXX employees have to abide by the Company's applicable IT/EDP policies and the Company's Internal Security Management System (ISMS).

Your contribution: Never disclose any confidential information to unauthorized colleagues or third parties. Familiarize yourself with the applicable Company policies and the Company's ISMS, and strictly observe all rules and regulations included therein, especially when using IT systems. Be aware that e-mail is not a secure means of communication, so never send highly confidential information and documents by e-mail.

Example: *You are out of the office and urgently require password-protected data that is saved on your computer. You know that a colleague who is not involved in the project concerned and has no access to the password-protected data himself, is in the office today. Resist the temptation to call your colleague and give him the password so that he can retrieve the desired data instead of you and then send it to you. Contact the relevant IT department instead since they can release the data with no unnecessary security risks.*

3. Protection of know-how, intellectual property and business secrets

DIGI-TEXX has been developing valuable know-how and intellectual property since 2001 and also has extensive business secrets in addition to its technical know-how. This knowledge is the basis of our business success. Unauthorized transmission of such



knowledge may lead to extremely high losses for DIGI-TEXX and to penalties under labour, civil and criminal law for the employee concerned.

DIGI-TEXX guiding principles: DIGI-TEXX takes great care to protect its business secrets. DIGI-TEXX recognizes and respects the intellectual property of competitors and business partners. DIGI-TEXX employees are not permitted to transfer confidential information such as technical data, financial data, business data, customer information or other information relating to DIGI-TEXX's business, to third parties.

Your contribution: Treat carefully and strictly confidential all information relating to technical know-how, patents and other intellectual property or business secrets. Special care must be taken with open documents and unencrypted files, as per the Companies relevant policies. Always respect the Company's intellectual property, as well as the intellectual property of our customers, competitors and business partners.

Example: *You are involved in development of a new data processing technology that has not yet been protected. You are to present the development at various DIGI-TEXX sites and want to take your laptop, on which the relevant documents are saved, for presentation purposes. You intend to go through these documents again on the plane or the train on the way to the individual sites. You must ensure that sensitive information belonging to DIGI-TEXX does not end up in unauthorized hands. Do not retrieve this type of information in places where third parties can access it or take note of it.*

4. Proper handling of company assets and business trips

DIGI-TEXX's tangible and intangible assets are for specific purposes. They serve to help our employees achieve DIGI-TEXX's business objectives and may only be used for business purposes. Business trips must be necessary and cost-effective.

DIGI-TEXX guiding principles: All DIGI-TEXX employees must use the Company's property and resources correctly and carefully and protect them from loss, theft and misuse. The Company's tangible and intangible assets are exclusively for business purposes and not for personal reasons except where expressly permitted. Our employees bear joint responsibility with their supervisors for ensuring that business trips are always appropriate in nature and scale to the purpose of the trip and are efficiently planned and carried out taking time and cost aspects into account.

Your contribution: Be aware that company assets may only be used for business purposes. Handle company assets sparingly and carefully. Ensure that any company assets you use in your work or that you come into contact with in your work are not damaged, misused or wasted. Plan necessary business trips as economically as possible.



Example: Your soccer club is planning a weekend trip and the treasurer asks whether you, as a DIGI-TEXX employee, can “organize” a few cameras from DIGI-TEXX’s inventory. As a rule, you are not permitted to ‘borrow’ any of DIGI-TEXX’s Company assets for private use or make it available to third parties.

5. Communication about company matters

DIGI-TEXX finds it important to communicate clearly and openly with employees, business partners, shareholders and investors, the press and other interested groups. Good communication requires specific rules to ensure that DIGI-TEXX presents a uniform and consistent image both in Vietnam and abroad.

DIGI-TEXX guiding principles: Uniform and clear communication is essential to keep the confidence of customers and investors in the interests of the employees. The CEO or communications department must be consulted before committing to any communication and marketing measures and executing them.

Your contribution: Always refer any requests for statements on behalf of DIGI-TEXX to the communications department or the CEO. Safeguard the Company’s standing and reputation in the way you act and conduct yourself in public and above all towards the media. While we respect your personal rights and privacy, your personal opinion must not be linked to your function/work at DIGI-TEXX.

Example: You receive a call from a journalist who asks you to give statements on a particular issue in DIGI-TEXX’s name. Do not allow yourself to be put under pressure and do not issue any statements for DIGI-TEXX, instead directly refer any such requests to the communications department or the CEO.

IV. DIGI-TEXX ADHERES TO LABOUR, SAFETY AND ENVIRONMENTAL STANDARDS

DIGI-TEXX believes that equal treatment of all employees, as well as strict compliance with all labour- and non-discrimination legislation is key to building successful teams. DIGI-TEXX expects that its employees must be aware of their social responsibility, particularly the scarcity of resources, and ensure that our processes are in line with the conditions for sustainable development. This results in the guidelines that follow:

1. Equal treatment and non-discrimination

DIGI-TEXX encourages diversity and tolerance in order to achieve a maximum degree of productivity, creativity and efficiency. A culture of equal opportunities and mutual trust and respect is of great importance to us. We promote equal opportunities and prevent discrimination in the recruitment, promotion, training and development of our employees.



DIGI-TEXX guiding principles: DIGI-TEXX treats all employees equally, regardless of gender, age, skin colour, culture, ethnic origin, sexual identity, disability, religion, world view or any other characteristics prescribed by applicable anti-discrimination laws.

Your contribution: Observe the principles of equal opportunity and non-discrimination and encourage people around you to do the same. If you see the principles of equal opportunity and non-discrimination being contravened, make the persons involved aware of their misconduct. If you are not in a position to influence the events directly, notify the human resources department or the Company lawyer of the incident.

Example: *You find out from a colleague who is a friend of yours that an applicant in his department was rejected because he was thought to be homosexual, although he was the best candidate for the advertised job. Help to clarify whether the applicant was in fact not employed on the basis of his sexual preference by reporting the case to the human resources department responsible.*

2. Compliance with labour standards

DIGI-TEXX fully complies with the core labour standards of the International Labour Organization (ILO). We trust and cooperate closely with employee representatives and labour unions, based on an open and constructive dialogue characterized by mutual respect.

DIGI-TEXX guiding principles: We reject all forms of forced and child labour. We recognize the right of all employees to form unions and employee representative bodies within the framework of national legislation. The right to appropriate compensation is recognized for all employees. Pay and other benefits shall at least comply with the respective national or local legal standards or the standards in the national economic sectors/industries and regions

Your contribution: As a DIGI-TEXX employee, consider labour rights a fundamental guideline when dealing with other people and be specifically vigilant of labour rights abuse happening around you. If you are concerned about any labour rights abuse in your professional surroundings, try to prevent it and/or stop it. If this is impossible, notify your superior or the Company lawyer.

Example: *You are responsible for purchasing of specific goods at DIGI-TEXX that are bought in from abroad. You receive information that the company uses children in production or that employees are made to work in inhumane conditions (e.g. exposed to health-endangering risks). Do not ignore this information. Instead, clarify this. DIGI-TEXX must examine business relations with this company more closely and break them off, if necessary.*



3. Environmental protection

Protecting the environment and the climate are two of the biggest challenges of our time. For years, DIGI-TEXX has been continuously working on reducing emissions and fuel consumption as well as improving Company processes to cut the consumption of energy as much as possible.

DIGI-TEXX guiding principles: DIGI-TEXX takes responsibility when it comes to environmental protection concerns. Every employee bears responsibility for conserving natural resources and helping protect the environment and climate through their individual behaviour.

Your contribution: Conserve resources and energy in all your activity as a DIGI-TEXX employee.

Example: You notice that a can with paint or solvents is leaking a small amount of liquid that is seeping into the ground. Do not rely on somebody else reporting it. Inform an employee responsible of the problem.

4. Safety in the workplace

Safety in the workplace serves to prevent industrial accidents, occupational illnesses or work-related health risks. This includes safety and occupational health measures as well as health protection.

DIGI-TEXX guiding principles: Occupational safety and health protection are an integral part of all business processes at DIGI-TEXX. Our employees have a right to a safe and healthy working environment. DIGI-TEXX complies with all legal and technical requirements and standards for safety in the workplace.

Your contribution: Do not compromise when it comes to safety in the workplace. Remember that safety in the workplace affects not only you, but also your colleagues. All employees shall promote safety and health in their work environment and comply with the health and safety regulations. All managers are obligated to instruct and support their employees in meeting this responsibility.

Example: You notice that the fire alarms in your workplace have not been checked by the due date. You assume that they are regularly checked by the people responsible. Do not rely on this dangerous fact being reported by another person. A fire not being identified and extinguished in time because of a defect fire alarm could have drastic consequences in an emergency. Inform the people responsible so that this safety risk can be eliminated.