

CODE OF CONDUCT



DIERIG 
gegründet 1805

DIERIG HOLDING AG

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Foreword by the Board of Directors



Dear stakeholders,

We have been supplying people with textiles since 1805. Our companies and brands create fashion, trade internationally in raw and finished fabrics, offer contract and technical textiles and produce designer branded bed linen. We have also been successful in the real estate business since the 19th century and we currently manage, develop and market around 482,000 square meters of land and 147,000 square meters of building space at our sites in Augsburg and Kempten.

Like every internationally operating company, we face the daily challenge of meeting diverse legal and cultural requirements. From these obligations, we have developed our Code of Conduct, which consolidates, updates and transparently communicates the existing regulations of the Dierig Group.

The values and principles set forth in the Code of Conduct are binding for us and must not be disregarded under any circumstances. Neither potential economic nor personal benefits justify compromising our success, reputation or self-imposed goals. Any violations of the rules and guidelines outlined in this Code of Conduct will not be tolerated and will be met with strict sanctions.

Yours sincerely,

Ellen Dinges-Dierig & Benjamin Dierig

Board of Directors, Dierig Holding AG

I. Philosophy of the Dierig Group

The Dierig Group has stood for high-quality textiles and responsible real estate management for over 200 years. As a family-run company in its seventh generation, we combine tradition with progress, with sustainability being our core guiding principle. We operate according to the highest corporate standards and have publicly committed to our corporate and social responsibility by signing the UN Global Compact. This global network of companies and organizations enables us to align our strategy and activities with the vision of the UN Global Compact.

Through innovative solutions, we ensure our economic success while simultaneously making a positive contribution to the environment and society. Engaging in continuous dialogue with politics, business and society, we pursue our ecological and social goals, relying on a strong regional network.



"Dierig is not only the family business of the Dierig family but also the family business for generations of employees."

(Ellen Dinges-Dierig)

Our employees are the heart of our success – with flexible working hours, equal opportunities, and open communication, we create a work environment where everyone can thrive. At the same time, we take our responsibility within the supply chain seriously, fostering close partnerships and ensuring fair working conditions. Moreover, we support various social projects and initiatives to make a positive impact beyond the company.

II. Environmental Responsibility

Environmental protection is a central task for us, involving all employees. Above all, our leadership team, starting with the Executive Board, bears a special responsibility for the sustainable implementation of our environmental goals.

*„We are all jointly responsible for the protection of people,
animals and the environment “*



Setting an example of environmental protection and reducing ecological risks

A key component of our environmental protection system is optimizing resource consumption – particularly in areas where we have direct influence, such as building management, the use of modern technologies and alternative raw materials or the organization of our sales structure. Our business practices are designed to conserve resources, reduce materials, recycle, and reuse them to promote a sustainable circular economy. Our goal is to sustainably reduce our CO₂ emissions in order to actively contribute to achieving the 1.5°C target of the Paris Climate Conference. The Board of Directors provides the necessary resources for this.

Handling waste, wastewater and hazardous substances

Dierig ensures that waste and wastewater are managed, stored, transported and disposed of. Any activities that could potentially harm people, animals or the environment must be appropriately monitored. Hazardous materials must not be released and must be disposed of in compliance with regulations. To reduce waste, sustainable packaging materials should be prioritized wherever complete avoidance is not possible. This includes, for example, the use of recycled cardboard, biodegradable materials or reusable packaging.

III. Social Responsibility

At Dierig, we see social responsibility as a central part of our corporate strategy. To fulfill our due diligence obligations regarding human rights, working conditions and corporate governance, we have developed a comprehensive due diligence concept. This framework is aligned with the OECD Guidelines for Responsible Business Conduct and is firmly integrated into all relevant areas of our business activities. It forms the basis for all further measures with which we ensure that our business practices are fair, ethical and socially responsible.

*„Dierig earns money – but not
at any price“*



Rejection of illegal employment relationships

The Dierig Group prohibits any form of illegal work. Illegal employment relationships in which social security contributions and taxes are not paid properly are strictly prohibited. Suspected cases must be reported immediately to the supervisor and the compliance department. If an illegal employment relationship is discovered, the collaboration must be terminated immediately and the incident documented.

Equal treatment and non-discrimination

The Dierig Group promotes a culture of equal opportunities, mutual trust and mutual respect. All employees and business partners are treated equally, regardless of gender, age, skin color, ethnic origin, sexual identity, disability, religion or ideology. We do not tolerate any form of discrimination, harassment or violence in the workplace.

Adequate remuneration and reasonable working hours

The Dierig Group guarantees all employees fair remuneration that ensures a reasonable standard of living for them and their families. We adhere to the statutory minimum wage and

the industry standards established through collective bargaining. Salaries are paid regularly, on time and in legal currency. We ensure that working hours are fair. Overtime is entirely voluntary and is appropriately remunerated. We guarantee all employees regular, paid holidays.

Freedom of association and the right to collective bargaining

The Dierig Group recognizes the right of all employees to form unions, join existing unions and conduct collective bargaining. Members of employee organizations or unions are neither favored nor disadvantaged. A trusting collaboration with employee representatives is an essential part of our corporate policy and is based on an open, constructive dialogue.

Occupational health and safety

The safety and health of our employees are equally in the interest of each individual and of us. By introducing suitable measures, occupational medicine and safety experts support the responsible officers in preventing illnesses and accidents. Every employee is required to consistently apply all existing safety regulations in their own work area with all necessary care. This is done both in their own interest and in the interest of their colleagues and the Dierig Group.

Prohibition of child labor and inhumane working conditions

The Dierig Group is committed to humane, safe and fair working conditions. We take responsibility for our products and the people who make them. We strictly reject any form of unfree labor, such as modern slavery or inhumane working conditions. Child labor and the exploitation of children as defined by the ILO conventions are also not tolerated. The minimum age for employment is 15 years or the legally prescribed minimum age, if this is higher. Young workers enjoy special protection, in particular in avoiding dangerous working conditions and limiting working hours.

We are committed to ensuring that migrant workers are treated fairly and without discrimination. They must be protected by applicable labor laws and in accordance with the Dhaka Principles for Responsible Recruitment and Employment. If recruitment agencies or other intermediaries are involved in the recruitment process, we expect them to be carefully vetted to ensure fair recruitment procedures.

Compliance with these principles in our upstream value chain is ensured by our Supplier Code of Conduct. This is based on national laws and international agreements and sets out binding social standards that our business partners must adhere to. To ensure compliance with these standards, we check our partners before and regularly during the collaboration. If violations occur, we work together to develop action plans to remedy grievances.

IV. Ethical Corporate Governance

The Dierig Group is committed to fully complying with all laws and internal and external regulations and standards. We expect exemplary and responsible behavior from all employees, regardless of their hierarchical level - both in business activities and in their dealings with colleagues, customers, business partners and authorities. Every interest group is treated fairly and communication is always respectful and professional. These principles apply equally to Dierig and our suppliers and business partners.

„Our reputation in the public eye is largely determined by our behavior“



We do not tolerate any violations of our guidelines and sanction them accordingly. Violations, especially those that are criminally relevant, can seriously jeopardize the economic success and reputation of the Dierig Group in the public eye and among our business partners. We promote ethical behavior and ensure compliance throughout the company through training and clear guidelines.

Fair competition

The Dierig Group and its employees are fully committed to fair and open competition and undertake to comply with all antitrust regulations. Neither the Dierig Group nor its employees or agents may resort to unlawful or criminally relevant business practices. We strictly adhere to the German law against unfair competition, which regulates business transactions and protects consumers from deception and dubious practices.

Bribery, corruption, money laundering and terrorist financing

The Dierig Group does not tolerate any form of bribery or corruption, either directly or indirectly. Through transparency, we prevent any appearance of unlawful influence. Our employees may not influence business partners through favors, gifts or other advantages. Attempts to conceal such actions through third parties are also strictly prohibited. Employees are also prohibited from demanding personal gifts. Favors and gifts may only be given or accepted within the framework of our gift guidelines.

In addition, we are committed to complying with all laws on the prevention of money laundering and terrorist financing and also expect our suppliers and business partners to have a zero-tolerance policy towards bribery, corruption, money laundering and terrorist financing.



Business with customers and suppliers

We guarantee that our compliance guidelines are adhered to in all business activities with our customers and suppliers. Operational and business secrets of the Dierig Group as well as those of customers and suppliers must be treated as strictly confidential. This information includes technical, operational and economic data that must be kept secret. If disclosure to customers or suppliers is necessary in individual cases, a confidentiality agreement must be concluded beforehand. If third parties are involved in a transaction, it must be contractually ensured that they also treat the relevant information confidentially.

Intellectual Property and Data Protection

Dierig respects the intellectual property rights of employees, business partners, customers and other third parties. The transfer of technology and know-how always takes place under the protection of intellectual property rights and confidential information. We strictly adhere to the General Data Protection Regulation and other regulatory requirements, particularly when collecting, storing, processing and sharing personal data. Deficiencies or gaps in data protection must be reported immediately to the responsible supervisor, the compliance department or our external data protection officer Maximilian Hartung (epost@datenschutz-agentur.de).

Compliance management

The Code of Conduct and the principles and regulations contained therein are an essential part of our corporate culture and guide all of our business activities. The enforcement and monitoring of these requirements are the responsibility of the company's internal compliance organization. The Compliance Department reports directly and regularly to the Executive Board. The Executive Board and all managers are committed to living the corporate philosophy, communicating the importance of this Code of Conduct and actively supporting compliance with the principles.

Grievance mechanism

Our Compliance Department is a trusted contact for all employees, business partners, suppliers, subcontractors, customers and other third parties. We see ourselves as partners and encourage everyone to address compliance issues and violations of our applicable guidelines or violations of environmental, human rights or ethical standards openly and directly or to report them to compliance@dierig.de. In addition to the Compliance Department, the respective supervisor, management and representatives of the works council are also available as contact persons. Dierig also offers an external [whistleblower system](#) through which information can be reported anonymously. We guarantee that whistleblowers will not suffer any disadvantages because of their report. Intimidation or pressure on whistleblowers is strictly prohibited and the Dierig Group reserves the right to take disciplinary action if necessary.



The Dierig Group includes the following companies:

DIERIG 
DIERIG HOLDING AG

fleurette

DIERIG 
DIERIG TEXTILWERKE GMBH

fleurette
DIERIG AG

BIMATEX 

DIERIG 
Leonding/Österreich

kaoppel

PRINZ 

S-MODELLE 

PETER WAGNER
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