



GLOBAL ORGANIC TEXTILE STANDARD
ECOLOGY & SOCIAL RESPONSIBILITY

CODE OF CONDUCT

VERSION 1.0
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1 PRELIMINARY NOTES

This Code of Conduct is a set of guiding principles that outline the responsibilities and proper practices within the Global Standard gemeinnützige GmbH, in the following document referred to as “Global Standard”. It is the basis for ensuring that all activities implemented by our organisation follow high standards of behaviour and accountability and reflect our commitment to our Mission and Vision.

2 SCOPE AND PURPOSE

The Code of Conduct applies to all Global Standard personnel.

This Code also applies to Global Standard contractors to the extent possible. For ease of reading and for the purposes of this document, they are referred to collectively as the “Global Standard Team”.

This document contains principles and values that guide our behaviour in all our operations.

3 GENERAL PRINCIPLES

The Global Standard Team have a shared responsibility to

- Act in the best interest of Global Standard
- Respect human rights and the environment
- Adhere to national and international law
- Observe the policies of Global Standard
- Observe Global Standard’s core values

In case of a violation of this Code of Conduct, or of other internal policies and regulations, Global Standard reserves the right to take appropriate disciplinary and/or legal action against the individual(s) violating it. Global Standard shall ensure that such action shall always be fair and transparent.

4 PREVENTING CORRUPTION

Global Standard does not tolerate any form of corruption. Corruption includes the promise or granting of advantages that could influence their freedom of decision, for example, to Certified Entities, Certification Bodies, or other partner organisations.

5 AVOIDING CONFLICTS OF INTEREST

The Global Standard Team must act in the best interest of Global Standard while performing their responsibilities.

A conflict of interest arises when a personal or organisational interest or activity of a member of the Global Standard Team conflicts with their responsibility to exercise their role in a way that is compliant with legal and/or Global Standard policies, and in the best interest of Global Standard, as the result of (possible) personal, organisational, or professional gains. A conflict of interest may be actual, potential, or perceived and may be financial or non-financial.

Conflict of Interest is governed by the latest version of the Global Standard Conflict of Interest Policy.

6 HANDLING DATA AND CONFIDENTIAL INFORMATION

All Global Standard Personnel shall sign a confidentiality declaration as part of their employment conditions.

All individual information collected, stored, processed, and transferred by Global Standard for the compliance with its Standard(s) and for assessing the impact of its Standard(s) shall be for internal use only.

The Global Standard Team must ensure that any information received from another party and any operational data and documents of Global Standard are handled confidentially.

Additionally, each member of the Global Standard Team is responsible for ensuring that any operational data of Global Standard or that of its Standard(s) that has not been authorised for publication will be protected from third-party access.

7 RESPONSIBLE USE OF COMPANY PROPERTY

Every member of the Global Standard Team is accountable for the responsible care of Global Standard's assets and financial resources. This includes a value-for-money approach to the financial resources of Global Standard and the projects implemented. Value for money refers to the use of money and/or any other resources or assets of Global Standard in the most efficient manner to achieve the maximum possible impact with the resources invested.

A responsible use of assets related to Information Technology (IT) includes the protection of those resources against damage, destruction, theft, IT malware, and unauthorized access. Furthermore, the Global Standard Team shall ensure that all Global Standard IT systems are used exclusively for Global Standard related purposes, and that only authorized equipment is used.

Additionally, every member of the Global Standard Team has an obligation to protect Global Standard's intellectual property. This includes copyrights (software, images, transaction certificates), trademarks, and designs. The intellectual property shall be particularly protected against inappropriate use and/or publication and against changes that are not endorsed by Global Standard and/or that are fraudulent.

8 WORKING CONDITIONS

Global Standard endorses the practice of employment and labour conditions as recommended by the International Labour Organisation (ILO). This includes embracing the fundamental principles of freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination with respect to employment and occupation; and a safe and healthy working environment.

Global Standard offers equal employment opportunities for all staff. All recruitment, compensation, professional development, or promotion decisions are based on performance, experience, and competencies, regardless of age, handicap, family status, gender, culture, national or ethnic origin, political opinion, race, religion, sexual orientation, or social affiliation.

9 COLLABORATION AMONG THE GLOBAL STANDARD TEAM

Fair and respectful treatment is the cornerstone of all interactions within Global Standard. This applies among all members of the Global Standard Team.

Global Standard's management encourages a mindset according to which the whole Global Standard organisation is perceived as one team, collaborating in units. Additionally, the management incentivizes the Global Standard Team to have a proactive, solution- and target-oriented way of working. All members of the Global Standard Team are encouraged to express their opinions, listen with empathy, and act with resolution, understanding that they have the support of the Global Standard management.

The Global Standard Team shall fulfil their duties by always maintaining a high level of awareness and respect for the expression of emotions that accounts for the uniqueness of every individual and their cultural background. This includes representing Global Standard professionally in a multicultural work environment.

10 CONTINUOUS DEVELOPMENT AND LEARNING

Global Standard recognises the importance of meaningful opportunities for job enrichment. Global Standard's management will allocate meaningful resources of time, money, and coaching for learning and development issues of individuals and groups in the Global Standard Team.

11 COMMUNICATION STYLE

The communication within Global Standard is based on the principles of respect, transparency, equality, fairness, impartiality, empathy, and integrity. These elements are the basis for the development of trust-based relationships with users, partners, and suppliers. The Global Standard Team communicate their opinions respectfully, using clear and transparent statements.

Global Standard externally communicates only those of its activities, projects, and deliverables that can be demonstrated with evidence.

We aim for a continuous, collaborative exchange, to find synergies, and strive for positive impacts on a mutual basis.

12 NO HARASSMENT OR VIOLENCE

All members of the Global Standard Team are committed to providing a working environment in which there is mutual trust and respect. Global Standard has a zero-tolerance policy towards any form of violence, harassment, sexual harassment, discrimination and bullying.

Any behaviour, practices or threats that aim at, result in, or are likely to result in physical, psychological, sexual, or economic harm to a person, whether a single occurrence or repeatedly, are prohibited.

13 NO DISCRIMINATION

Global Standard prohibits any kind of discrimination based on age, handicap, family status, gender, culture, national or ethnic origin, political opinion, "race", religion, sexual orientation, or social affiliation.

14 SUSTAINABILITY AND ENVIRONMENTAL PROTECTION

Enhancing people's lives and the environment is embedded in our Mission. Therefore, Global Standard shall, as far as possible and to the best of our knowledge, make sure to select the most sustainable option(s) when procuring equipment and other resources for the Global Standard Team. This includes considering the carbon footprint when making travel choices, procuring devices and working materials.

Whenever possible, Global Standard personnel wear certified clothing when representing Global Standard. By doing so, they display their commitment and set a good example of wearing sustainable fashion.

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Global Standard Management

23 August 2023