

## Compliance Rules of the A&E Gütermann Group Europe

### Company and Company Aim of A&E Gütermann

A&E Gütermann is part of Elevate Textiles Inc.

We are the preferred global supplier of industrial sewing thread, embroidery thread, threads and complementary products as well as threads for technical textiles. We provide world-class quality products and services to our Customers.

### A&E Gütermann Company Vision

A&E Gütermann will achieve preferred supplier status in each product line by:

1. Supplying superior quality products, services and value to our Customers.
2. Practicing Quality Business Culture (QBC) throughout the company. QBC, according to the rules from A&E and Elevate Textiles Inc., is defined as a comprehensive collection of practices and processes driven by customer needs, focused on process improvement, led by Management of Elevate Textiles Inc. with associate involvement.
3. Being recognized as a leader by our Customers, Associates, Suppliers and Community in our contributions to society and the environment through A&E Gütermann's continuing global commitment to sustainability.

### Quality Policy

A&E Gütermann is committed to providing world-class quality products and services that meet or exceed Customer requirements. World-class quality is achieved through continuous improvement of processes and is defined as being on-target with minimal variation.

### Action Plan

#### Customer Driven

Identify and understand customer's needs and translate them into innovative products, services and value.

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## Process Improvement Focus

Once the customer's needs are understood, we will focus on process improvement to consistently meet those needs. To this end, we will work to understand each process, statistically determine its capability and work for reduction of variation using Six Sigma, Lean and other tools.

## Management Leadership/Associate Involvement

Create an environment where Management leads the QBC and where all associates are involved.

## Social Competence

1. We do not tolerate discrimination on the basis of nationality, gender, religion or other personal characteristics that are protected under applicable law.
2. A&E Gütermann holds itself and ensures that its suppliers adhere to the highest ethical standards and maintains a strong and comprehensive social compliance program that is in accordance with the [Elevate Textiles Global Code of Conduct](#).

## Sustainability Commitment

Conduct our operations through consideration of economic, social responsibility, and environmental aspects of A&E Gütermann's global operations.

## Safety, Health and Energy Responsibility

Operate our facilities with the utmost regard for safety and health concerns. We consider energy-related aspects in the planning and execution of our activities. Due consideration is also given to the use of energy-efficient technologies.

## Product Stewardship

Create sustainable products with a commitment to compliance with global restrictions on chemicals.

**In addition to the A&E Gütermann Compliance Rules is the ETI Base Code (see attachment) obligatory for us.**

Jürgen Drescher  
Managing Director

Gutach, 2023

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