OEKO-TEX®

Code of Conduct

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Our mission

OEKO-TEX® declares its strict adherence to the respect of the International Bill of Human Rights, the core ILO labour standards and environmental protection. We share with our partners and clients the common goal of and commitment to high social, ethical and environmental standards.

Our company henceforth commits to the following Code of Conduct of OEKO-TEX®:

Corporate Governance

We understand corporate governance as the legal and factual framework in the management and monitoring of our business for the benefit of all of our relevant stakeholders.
We, therefore, subscribe to business practices governed by **integrity, impartiality, honesty, fair dealing, reliability, confidentiality and full compliance with all legal requirements.**

Business Ethics

We understand that economic misconduct can lead to considerable damage. We therefore **incorporate business ethics in our role as a community builder.**
As a **member of the scientific community,** we adhere to the codes of professional and responsible conduct in research. Our conduct is governed by **scientific integrity.**
We shall actively work against all forms of corruption, strive for competition on equal terms and promote social and environmental responsibility in our value chain. To this effect, we **use our leverage so that this Code of Conduct influences our value chain.** We expect the same standards from our clients and partners that we adhere to.

Human Rights

Human rights are universal and apply to every individual. They state that all humans, without distinction of any kind, are born free and equal in dignity and rights. Specifically, we respect the right of freedom of thought, expression and association.

Labour

Employees are at the core of the company and the **company's most important asset.** Each employee shall be given opportunities for professional and personal development based on their abilities, for the benefit of both the company and the individual.
We are an **equal workplace** that is **free from any kind of discrimination, harassment or abuse.** We are a place of employment where all people of different ethnic backgrounds, different genders, ages and professions have the same opportunities to develop. We create a safe working environment, where the right to favorable conditions at work, as well as the right to rest and limitation of working hours are strictly adhered to.
To that effect, we **respect the core ILO labour standards.** The recognition of the right to join unions, the right to collective bargaining, the importance of living wages, as well as gender-equality in wages for work of equal value, are, among many others, important standards to adhere to. We are, moreover, strictly against child labour, forced labour and excessive overtime.

Environment

Climate change is global, so every single contribution worldwide counts.
We consider it our duty, to create an atmosphere in all our fields of activity to facilitate the development and use of **environmentally friendly technologies and products.** Furthermore, we take measures regarding the **efficient use of resources** and progressing towards **green chemistry.** In respect of our environmental footprint, we **dispose of waste responsibly** and support internationally agreed upon **approaches to combat environmental challenges.**

Society

We, as a business, understand that we play an **important role in society.** Not only are we aware of our positive externalities, like creating jobs and therefore helping to build communities – we are also aware of our negative externalities.
Consequently, we do everything possible to maximize the positive and to minimize the negative externalities.

Our core competence

In the continuous development of our standards under the council of our stakeholders, we strive for the **highest safety of products** as well as the guarantee of **sustainable** and **socially responsible production.**

Our commitment

In order to justify the trust placed in OEKO-TEX® by customers, stakeholders and employees, the integrity and transparency of processes is our top priority. For this, it is essential for us to find out about any compliance breaches, in particularly violations of the stated Code of Conduct. You can reach OEKO-TEX® from anywhere in the world (secure, external Internet server). Confidentiality is guaranteed at all times: info@oekotex.com.