

## Code of Conduct

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### Statement from the Chairman

Dear Colleagues,

As the oldest cotton merchant in the world, founded by our family in 1788, Reinhart has lived through centuries of political and economic changes. Our history and reputation are based on commercial experience and foresight, and our integrity and reliability. By always following those core principals, we built a solid foundation.

To safeguard our historical values while maintaining our commercial expertise, risk-management know-how, and global network in a fast-changing environment, we must manage our businesses in an ethical, socially responsible, and environmentally sustainable manner. As a commodities company that is globally active in diverse political, economic, and cultural environments, we are well adapted to manage these challenges by adhering to our strong family company culture and the principles that make up our reputation. Our employees, suppliers, customers, lenders, and all other partners around the world expect nothing less from us.

The Reinhart Code of Conduct is a guiding framework for our employees and relevant stakeholders to apply our values and principals. While it does not address all applicable laws and regulations, it shows our support of the values we hold most dear and helps our employees make the right decisions in the challenging climate in which we operate.

Perhaps most importantly, it shows our common will to develop our company further and look beyond traditional boundaries.

Sincerely,

Jürg Reinhart

### Scope of Implementation

Reinhart sets out its values and principles for responsible business practices in its current Code of Conduct, which is applicable to all of Reinhart's offices and operations. Any international agreements that are referenced in this document are to be interpreted within the scope of possibilities and resources available to Reinhart.

### Our Culture

Attracting and retaining employees that fit our values of integrity, reliability, commitment, and entrepreneurship is essential for Reinhart to succeed in a demanding and global market. To achieve this, Reinhart emphasizes aligning employees' expectations with the company's long-term requirements and creating open communication from top to bottom and vice versa. Employees are motivated to produce an argument, raise objections, and call management's attention to potential risks. Reinhart promotes its employees' learning and development by assigning challenging work tasks and supporting external advanced training to build work-related skills.

Trading agricultural commodities at a profit requires the right buying and selling decisions, and every decision involves a risk-reward consideration. Our organizational measures and processes ensure that decisions are well-informed and timely.

### Good Business Practice

#### Business Ethics & Compliance

Reinhart promotes a sustainable and fair value chain from production to consumer. Employees must treat business partners fairly and strictly separate the interests of Reinhart from any private ones. Reinhart follows all applicable laws and regulations in the countries where it operates as a matter of course. The company promotes exemplary leadership and management by fostering principles of responsible corporate governance such as respecting sanctions,

transparency, accountability, responsibility, openness, and integrity, and rejecting any form of corruption, money-laundering, terrorism-financing, and violation of tax and transfer pricing laws and regulations.

## Labor and Human Rights

Reinhart upholds the Core Conventions of the International Labour Organisation (ILO) and aligns with the UN Global Compact and the UN Guiding Principles on Business and Human Rights. Reinhart plays an active role in addressing human and labor rights in its operations, subsidiaries, and entire supply chain. This includes the protection of human and labor rights relating to child labor, forced labor, land rights, working hours, wages, freedom of association, freedom of speech, harassment, privacy, collective bargaining, discrimination, and health and safety. For cotton, human and labor rights monitoring is especially critical in the regions where it is hand-picked, such as in Africa.

## Impact through Partnerships

Reinhart is committed to engaging in cross-competitive initiatives with stakeholders to improve the agricultural supply chain. The company achieves this through open dialogue with other organizations, a commitment to global partners, and active participation in private or multi-stakeholder initiatives. Reinhart proactively supports initiatives where it has identified a cause, contribution, or direct link to its business operations. Reinhart sources sustainable cotton through the Better Cotton (BC), Cotton made in Africa (CmiA) certified cotton companies, and cotton certified as Organic and/or Fairtrade. Reinhart addresses water stewardship, crop nutrition, and protection practices primarily through its partnerships to ensure that participating farmers successively adapt their farming methods to increase ecological, economic, and social sustainability. As one of the world's largest traders of organic cotton, Reinhart has contributed to the development of this market over the past fifteen years.

Reinhart considers the interests of the customer in its business activities, observes legal limits, and ensures the quality and reliability of the goods and services it delivers. It guarantees that its products present no health or safety hazards when used for the intended purpose.

## Supplier Assessment and Policies

Reinhart expects its suppliers to comply at the very least with local laws and environmental regulations. Proven efforts to support any of the Sustainable Development Goals (SDGs) and fulfill certification with our multi-stakeholder partnerships are gestures of responsible conduct that form part of our supplier risk assessment. Our requirements for suppliers are outlined in the Supplier Code of Conduct.

## Community Engagement

Reinhart promotes public welfare through the Paul Reinhart Foundation. At the regional level, we support social and cultural initiatives and the sports. Our global commitment is focused on education and the environment, mainly (but not exclusively) through projects that are directly linked to production areas in countries where Reinhart sources agricultural commodities.

## Communication

Reinhart communicates the current Code of Conduct to its employees and, where appropriate, to other stakeholders. Violation of our principles is a serious offense that must be reported to the Reinhart Management for the internal Compliance Team to take adequate organizational measures.

Grievances can be brought to the attention of Reinhart via email ([mail@reinhart.ch](mailto:mail@reinhart.ch)).

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Jürg Reinhart, CEO

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Thomas Glaus, CFO

Winterthur, March 1, 2023