

HUMAN RIGHTS DUE DILIGENCE WORKFASHION
WE WEAVE PEOPLE FAIRLY AND SUSTAINABLY

workfashion.

Commitement

In an increasingly globalised world, respect for human rights is a fundamental principle to which every responsible company is committed. Our human rights due diligence ensures that our company actively contributes to the promotion and protection of human rights. By systematically reviewing, evaluating and improving our business processes, we aim to ensure that our activities and those of our partners respect the rights and dignity of all people. This policy is an expression of our deep conviction and commitment to uphold high ethical standards worldwide and to take social responsibility seriously.

As a long-standing amfori and Fair Wear member, we committed ourselves early on to upholding and promoting fair working conditions. We are guided by the Fair Wear Code of Labour Practices (CoLP) and the [OECD Due Diligence Guideline](#). These in turn are based on the standards of the [International Labour Organization \(ILO\)](#) and the [UN Declaration of Human Rights](#).

- Employment relationships are voluntary
- Right to freedom of association
- No discrimination
- No exploitation of child labour
- Payment of living wages
- Reasonable working hours
- Safe and healthy workplaces
- Legally binding labour relations

These principles apply to all areas and levels of the organisation as well as to all business partners and suppliers. It covers the relevant human rights issues, including but not limited to working conditions, discrimination, child labour.

Expectations of business partners

Our business partners play a crucial role in the implementation and maintenance of our human rights due diligence. We therefore expect all partners to respect and protect fundamental human rights in accordance with internationally recognised standards. This includes avoiding all forms of forced and child labour, discrimination and abuse. We ask our partners to integrate gender-sensitive measures into their business practices in order to recognise and reduce gender-specific inequalities and thus promote gender equality. Transparency and accountability are also essential; business partners should regularly report on their human rights practices and challenges and provide relevant data. They should also conduct regular risk analyses to identify and address potential risks in their activities and supply chains. This includes the development and implementation of preventive measures to avoid negative impacts on human rights. We also expect our partners to train and sensitise their employees and relevant stakeholders to human rights issues in order to raise awareness of the importance of human rights in their daily activities. In the event of human rights violations, business partners must actively participate in the development and implementation of remedial measures and work with our company and other relevant stakeholders to find quick and effective solutions. By complying with these requirements, our business partners make a significant contribution to the promotion and protection of human rights and help us to fully fulfil our social responsibility.

Measures

These measures are aimed at recognising, assessing and effectively mitigating human rights risks at an early stage. By integrating human rights criteria into our business processes and decisions, we ensure that our activities have no negative impact on the rights and dignity of people. Our measures include regular risk analyses, awareness-raising programmes for our employees and transparent reporting and documentation. We also work closely with our business partners and relevant stakeholders to ensure compliance with human rights standards along the entire value chain. The specific measures we take to fulfil our human rights due diligence obligations are described below.

- 1. Risk assessment:**
Conducting regular risk analyses to identify potential human rights risks throughout the value chain.
- 2. Action planning:**
Development and implementation of specific measures to avoid and minimise identified risks.
- 3. Monitoring and evaluation:**
Continuous monitoring of the measures and regular evaluation of their effectiveness.

4. Reporting:

Preparation and publication of the sustainability report on the progress and challenges of implementation.

5. Communication:

Raising awareness of human rights issues internally and externally.

Further points that influence our measures – Gender

The integration of a gender lens into our Human Rights Due Diligence Policy is crucial in order to recognise and specifically address gender-specific inequalities. A gender-sensitive perspective enables us to understand the different impacts of our business activities on women, men and non-binary people. This enables us to ensure that measures to promote human rights take all genders into account fairly. This not only contributes to the creation of fair working conditions, but also strengthens equality and diversity within our company and throughout the entire value chain.

Freedom of association, grievance mechanisms and exchange

Freedom of association is the right of workers to organise and associate voluntarily. This fundamental right is part of the ILO labour standards. It is a fundamental instrument for preventing the exploitation of workers. Freedom of association enables workers to form and join trade unions or works councils to collectively defend and promote their rights. Effective social dialogue between employees, trade unions and employers helps to improve working conditions and resolve conflicts constructively. Companies that respect and promote these rights contribute to the creation of a fair and safe working environment by preventing and addressing potential human rights violations. As a Fair Wear member, we respect freedom of association and consider it essential for the promotion of fair working conditions and the strengthening of labour rights.

We have also described our responsible behaviour in more detail in our Responsible Business Conduct.