



CODE OF CONDUCT

E. Breuninger GmbH & Co. // Date: December 2021

PREAMBLE

For over 140 years, we have been taking responsibility as part of society and actively helping to shape our environment. We are conscious of the impact of our actions beyond the boundaries of our company. In order to live up to this responsibility, we engage continuously with social and environmental issues and include them in our decisionmaking processes. In doing so, we are guided by the traditional values of a family-owned company: trust, respect, tolerance, openness, responsibility, performance orientation and recognition.

It is precisely because of these values, which are deeply rooted in the company, that we feel it is our duty to contribute to a sustainable textile and consumer goods industry through responsible corporate governance. Under the aspect of social sustainability, we pursue the goal of ensuring compliance with human rights, social standards and labour rights as well as the payment of fair wages, actively promoting the protection of the environment and ensuring ethical business conduct along our entire supply chain. We also expect the same consistency from our business partners. Against this background and among other initiatives, E. Breuninger GmbH & Co is also a member of the amfori Business Social Compliance Initiative (amfori BSCI), which aims to improve social standards and working conditions along the entire value-added chain on the basis of a systematic auditing and training system.

The Breuninger Code of Conduct defines general, non-negotiable minimum standards relating to social, ecological and ethical aspects. The requirements contained therein are based on international conventions and recommendations, such as in particular the Universal Declaration of Human Rights of the United Nations (UN), the principles of the UN Global Compact and the core conventions of the International Labour Organization (ILO). These minimum requirements are to be understood as a voluntary commitment by E. Breuninger GmbH & Co and all its affiliated companies, and at the same time they form the foundation for the responsible actions of the Breuninger Group as a whole. We also demand the same unconditional respect for these minimum standards from our business partners as the basis for any cooperation. We therefore demand that social and ecological responsibility, ethical business conduct and the consistent implementation of these values are observed by all our business partners in their own sphere of action and, at the same time, we call for the following standards to be observed unconditionally even beyond their immediate sphere of influence.

SOCIAL RESPONSIBILITY

RESPECT FOR HUMAN RIGHTS

We and our business partners respect and uphold internationally recognized human rights as fundamental values. We ensure that they are observed within our own company and demand their recognition along the supply chain. In this respect, we recognise our responsibility for the integrity and human rights of the workers in the supply chain. We respect the dignity of every individual and take immediate action to address conditions or practices that conflict with these values.

PROHIBITION OF FORCED LABOUR

Our business partners and we do not tolerate any form of slavery, forced or compulsory labour, servitude, human trafficking or other involuntary labour, including subjecting workers to inhuman or degrading treatment, corporal punishment or other forms of mental or physical hardship.

PROHIBITION OF CHILD LABOUR

Our business partners and we ensure compliance with the applicable national legal requirements and international recommendations concerning the minimum age for the employment of children. At a minimum, we act in accordance with the stipulations of the International Labour Organization (ILO) concerning child labour and take appropriate measures to protect workers of adolescent age. This applies in particular when local requirements fall below those of the ILO.

PROHIBITION OF DISCRIMINATION

Our business partners and we do not tolerate any form of discrimination. This includes any unequal treatment based, for example, on skin colour, ethnic origin, gender, age, nationality, social origin, disability, sexual orientation, religion or ideology.

HEALTH AND SAFETY AT WORK

Our business partners and we take appropriate measures to establish a safe and healthy working environment and, at a minimum, comply with local health and safety standards. In this context, the international standards are binding if there are no national legal provisions or the usual local conditions fall short of these. In particular, we take necessary precautions to prevent accidents and damage to health, including protection against fire and toxic substances, and we provide access to clean sanitary facilities and sufficient drinking water.

FAIR WORKING CONDITIONS

Our business partners and we create fair working conditions that enable a decent existence. We ensure compliance with reasonable working hours in line with industry standards and the payment of appropriate wages and equal remuneration for equal work. As a minimum, we ensure compliance with the laws that apply at the place of employment concerning the documentation of employment relationships, working hours and the minimum wage.

FREEDOM OF ASSOCIATION

We and our business partners respect the right to freedom of association. This includes, in particular, the right to form, join and belong to interest groups, to elect a representative, to bargain collectively and to strike. In this context we are committed to protecting the rights of our employees and to preserving them from any form of discrimination due to exercising any of these rights.

ECOLOGICAL RESPONSIBILITY

ENVIRONMENTAL PROTECTION

Our business partners and we take appropriate measures to avoid hazards for people and the environment and to minimise impacts on the environment. We strictly observe applicable national and international regulations concerning the protection of the environment, and in this respect acknowledge our responsibility in protecting the environment.

We constantly respect and protect the function of the environment as a natural basis for life and its fundamental importance as a supply base for workers in the regions. This includes, in particular, avoiding causing harmful soil changes, water pollution, noise emission or excessive water consumption, which impairs the possibility of cultivation or access to food, drinking water and sanitary facilities or damages the health of a person. This also includes unlawful eviction and the unlawful taking of land, forests and waters whose use provides a person's livelihood.

In the context of sustainable business, we and our business partners take care to use resources sparingly and to reduce the consumption of raw materials. We therefore work actively to constantly and permanently minimise negative effects on the environment, including energy and water consumption as well as emissions into the air.

ANIMAL WELFARE

Our business partners and we are aware of the responsibility that we have in the procurement of animal derived materials. We actively promote animal welfare and the preservation of biodiversity. Our business partners in the area of commodities pay particular attention here to the requirements of our [Animal Welfare Policy](#) and act in conformity with it.

ETHICAL BUSINESS CONDUCT

PROHIBITION OF CORRUPTION AND PREFERENTIAL TREATMENT

Our business partners and we will not engage in any business practices in our business dealings or in our dealings with public officials that are contrary to applicable anti-corruption regulations. This applies in particular to, but is not limited to, any form of extortion, fraud or bribery.

FREE COMPETITION

We and our business partners refrain from any conduct that is contrary to applicable antitrust and competition laws. This applies in particular to concluding agreements and arrangements that influence prices, conditions, strategies or customer relationships, exchanging competitively sensitive information and other conduct that is likely to restrict competition in an unlawful manner

RECOGNITION

Like us, our business partners undertake to comply with the basic principles presented here and to actively address them along the value-added chain. A breach of these principles will not be tolerated by them or by us in any form. We therefore expressly reserve the right to terminate the business relationship immediately in the event of serious violations and to withdraw from existing contracts.