

Declaration of Principles on respect for human rights and environmental obligations of Güldi-Moden GmbH

As of February 2022

Fundamental

The management has been involved in the Textile association for years, support charitable organizations and participate in research projects on the topic of waste prevention, recycling and the circular economy.

We are committed to our social responsibility at all times. As a member of the Gesamtverband der deutschen Textil- und Modeindustrie, we have committed ourselves to the Code of Conduct of the „General association of Textile & Fashion“.

Güldi-Moden GmbH is committed to respecting human rights in accordance with the principles of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. In doing so, we pay conscious attention to vulnerable groups such as women, children, indigenous people, minorities, migrants or people with disabilities.

In addition, we are committed to respecting environmental obligations. Güldi regards the statutory provisions of laws on environmental protection and ecology as

minimum requirements. Sustainability is a guiding principle in all corporate decisions.

We reject any form of unclean business practices in accordance with the UN Convention and avoid corruption and covert cartel formation. The guidelines are German and European antitrust law.

Güldi advocates the strict separation of corporate from private interests. Transparency and commitment are effective instruments to prevent the aforementioned.

Güldi puts the interests and trust of its customers at the forefront. All our products are skin-friendly and specifically designed for the respective use in professional life. Quality and delivery reliability are the guiding principles of our actions.

In cooperation with all parties involved, Güldi acts openly, truthfully and as a reliable partner. Güldi and its employees are sensitive to confidential matters.

We are committed to responsible procurement practices. When designing our corporate due diligence, we closely follow the UN Guiding Principles and the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector. In doing so, we devote ourselves to the prevention, mitigation and compensation of the following risks in particular:

- Child labour, discrimination, sexual harassment, gender-specific violence
- Forced labour
- Working time/ overtime
- Occupational security
- Freedom of association and right to collective bargaining



- Minimum wage
- Living wages
- Hazardous chemicals
- Water consumption
- Water pollution
- Greenhouse gas emissions
- Corruption and bribery

Should actual negative effects on human rights and the environment occur as a result of our business activities, Güldi-Moden undertakes to provide appropriate remedies, to make amends and to prevent further cases.

Human Rights Strategy

Our human rights strategy is based on a thorough risk analysis. In doing so, we consider material risks, the risks of our business model and purchasing practices, as well as the risks of our suppliers at the country level. This process is underpinned by internal knowledge and reliable external sources, such as the OECD Guidelines for the textile industry. Occasionally, we obtain knowledge from external experts, such as the hessnatur Foundation.

Based on the identified risks, we have developed measures aimed at preventing, mitigating or remedying any risks. Furthermore, we are working on a complaint mechanism within the scope of our possibilities.

We report openly about our due diligence processes.

Expectations of employees and suppliers

We expect our employees and contractual partners to respect human rights and environmental obligations arising from the avoidance, mitigation and remediation of the sector risks listed above. For reasons of transparency, Güldi-Moden prohibits subcontracting to suppliers that has not been explicitly approved.

Anchoring in the company

The Declaration of Principles and all other measures of the due diligence management are adopted and signed by the management. A staff unit for digitalization, sustainability and corporate due diligence has been established, headed by Trutz-Tarek Wippermann and supported by the hessnatur Foundation.

Furthermore, our Declaration of Principles is publicly accessible on our website. Our employees are informed via a notice on the bulletin board. In addition, the policy statement is shared with our suppliers.

We recognize that risks can change due to external influences or a changed business activity. For this reason, our risk analysis and all other measures in the context of due diligence management are continuously reviewed and updated if necessary. This is done in a regular, bi-annual cycle as well as on an occasion-related basis. In this way, we continuously develop our sustainability management.



Berufsbekleidung mit Herz

Güldi-Moden-GmbH

Pestalozzistraße 25

09212 Limbach-Oberfrohna

Postfach 11 47

09203 Limbach-Oberfrohna

Telephone (03722) 7188-0

Telefax (03722) 7188-30

<http://www.gueldi.de>

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A large, stylized handwritten signature in blue ink, consisting of a large loop on the left and several vertical strokes on the right.

Alfred Wippermann
CEO

A handwritten signature in blue ink, appearing as 'TTW' followed by a long, sweeping horizontal stroke.

Trutz-Tarek Wippermann
Compliance Mgmt.