

## Declaration of principle

deberkel®  
finest professional clothing

teamdress®  
high performance workwear

Socially responsible corporate governance has many facets. It extends far beyond the core business activities and always focuses on human rights aspects, ecological influences and exchanges with relevant interest groups.

The primary goal is to create an economically sound and stable company whose continued existence is assured. Only such a company can offer people along the entire supply chain long-term employment and thus a secure income. This goes hand in hand with a socially responsible commitment to all people in the supply chain, respect for the environment and the sustainable use of all resources.

Teamdress Holding GmbH has defined the basic principles of its corporate governance in its Code of Conduct. This can be viewed by all interested parties on the company website.

The Code of Conduct is based on an in-depth and continuously updated analysis of human rights, labor, social, economic and environmental risks.

This Code of Conduct applies to all employees and companies of Teamdress Holding GmbH worldwide. Its observance is contractually stipulated for all contract garment manufacturers working on our behalf. A further part of the contract is the information on Teamdress Holding GmbH's membership of the Fair Wear Foundation and thus the agreement of the contract garment makers to the Fair Wear Foundation's working guidelines.

In accordance with the ILO guidelines, these also exclude child and forced labor, discrimination and excessive overtime, among other things, and include the requirement of the right

to freedom of association, to a legally compliant employment contract and to safe and healthy working conditions.

We are always aware of our social responsibility and pay attention to fair and safe working conditions along the entire production chain.

The company pursues legally impeccable and recognized business practices and fair competition. In particular, it does not participate in agreements that contravene the antitrust laws of the countries in which the company operates.

The company rejects corruption and bribery as defined by the United Nations Convention against Corruption. Personal dependency or influencing people through bribery and corruption is not tolerated. Avoiding conflicts of interest is firmly anchored in our corporate culture. Both we as a company and every employee must never exploit their own function or position for the benefit of the company or for their own benefit.

The regulations on import and export controls are observed and the legal requirements for the prevention of money laundering are complied with.

The applicable legal and regulatory requirements for the processing of personal data and information security are complied with. The personal rights of all employees and business partners are protected at all times.

Furthermore, the company always takes into account the interests of consumers with regard to health safety, compliance with legal limits and environmental protection.



We take our responsibility along the supply chain very seriously. In order to always keep this in focus in our day-to-day work, Teamdress Holding GmbH is a member of various organizations, certified for different seals and has comprehensive internal documentation.

These include:

- Meta Seal Green Button
- Membership of the Fair Wear Foundation
- Membership of the Partnership for Sustainable Textiles
- STeP-certified raw material suppliers + production facilities
- OEKO-TEX Standard 100
- ISO 9001 - Certification
- Code of Conduct
- Sustainability report



The monitoring function is the responsibility of the CSR officer, who is in constant close contact with the management.

All employees have been informed about Teamdress Holding GmbH's membership of the Fair Wear Foundation, especially those of our foreign production partners. Information about the Fair Wear Foundation's complaints hotline is displayed in the respective national language in all production facilities so that

serious violations of human rights or labor standards can be reported anonymously if necessary.

In addition, we have set up our own reporting office under the keyword „metoo“. This provides all of our own employees and all employees in our production facilities with a complaints channel through which they can contact the company's female management directly if necessary.

By committing to our Code of Conduct and FWF's labor guidelines, we have strong instruments at our disposal, especially in countries with weak social, occupational health and safety and environmental structures.

Our guidelines for development, planning and production are based on the following elements:

- Conservation of resources
- Highest quality standards, strict focus on durability
- Optimization of production planning, order-related continuous production
- Sustainable management in the production plants

This implies waste avoidance, emission reduction, recycling, and direct CO2 reduction along all manufacturing areas.

