

DECLARATION OF PRINCIPLES

Teamdress Holding GmbH

Corporate philosophy

Teamdress is profit-orientated, because this is how we create jobs and livelihoods. However, the success of our actions is not measured solely in economic terms. Rather, our business activities integrate human rights aspects, ecological responsibility and continuous dialogue with relevant interest groups. Our primary goal is to be an economically sustainable company that offers long-term jobs and a secure income along the entire supply chain. This focus combines social awareness, environmental protection and the careful use of resources.

Corporate responsibility

Teamdress Holding GmbH is committed to respecting human rights, environmental protection, the health and safety of all its employees and responsible purchasing practices along the entire supply chain.

Our requirements and expectations of internal departments and external partners are set out in the *Code of Conduct*, which applies worldwide and is an integral part of contracts with our contract manufacturers.

We are committed to complying with international standards such as the *OECD guidelines*, the *ILO core labour standards* and the labour guidelines of the *Fair Wear Foundation*. Our membership of the Fair Wear Foundation underlines our commitment to fair and safe working conditions along the entire production chain.

In addition, we carry the *Green Button* as a sustainability seal and thus stand for simultaneous compliance with social and ecological standards.

Our membership of the *Partnership for Sustainable Textiles* also promotes cross-industry dialogue on the implementation of such standards.

Gender equality and protection from violence and harassment

For us, gender equality is an essential component of responsible corporate governance, and this conviction is reflected in our *HRDD policy*. Teamdress develops targeted processes, strategies and training to prevent gender discrimination, violence and sexual harassment in the workplace, in line with country-specific laws.

In order to offer those affected a protected complaints channel, we have set up a reporting centre. This gives both our employees and employees in external production facilities direct access to the company's female management.

Social responsibility and risk management

The *HRDD policy (Human Rights Due Diligence Policy)* forms the framework for our human rights due diligence and the monitoring of the associated processes. A report is prepared annually to review and document the effectiveness of these approaches and the measures taken.

We have formulated a corresponding guideline for health and safety in the workplace.

We carry out annual risk analyses to identify social and environmental challenges, derive measures and adapt guidelines. We use the following for this purpose:

- The risk assessments of the *Green Button*
- The Brand Performance Check of the *Fair Wear Foundation*
- ISO-based corporate risk analyses

DECLARATION OF PRINCIPLES

Teamdress Holding GmbH

Based on the risks identified, senior management defines measures that include training, control mechanisms and prevention programmes. Regular training sessions and audits at production sites support this process.

Our risk analysis has identified discrimination and corruption as the most serious risks in our supply chain. The commitment of our suppliers to the contents of our Code of Conduct creates a shared responsibility and sensitises them to all the mentioned risks.

At the same time, we are committed to regularly monitoring and evaluating our suppliers, especially with regard to the aforementioned most serious risks in the supply chain. The particularly vulnerable and therefore vulnerable groups of women and children are given special consideration.

The *Fair Wear Foundation* complaints hotline is displayed in the respective national language in all production facilities so that serious violations can be reported anonymously. In addition, our own factories always have internal complaints systems.

The *STeP certification* of our suppliers and production facilities guarantees sustainable and social standards and is part of our risk management.

Environmental responsibility and product philosophy

Our sustainable development and production guidelines are defined, among other things, in an *environmental guideline* based on the following principles:

- Conserving resources and avoiding waste
- Durable, high-quality products
- Emission reduction and CO2 reduction
- Optimised production planning and continuous production

Measures in the area of climate change and the circular economy:

- Use of sustainable materials
- Risk analyses and certifications in accordance with ISO 14001
- Annual progress documented in the *sustainability report*

The *OEKO-TEX Standard 100 certification* guarantees compliance with strict environmental guidelines in material production.

Responsible procurement and purchasing practices

We are committed to legally impeccable business practices and fair competition. This includes

- No participation in agreements that violate antitrust law
- Rejection of corruption and bribery in accordance with the UN Convention against Corruption
- Avoidance of conflicts of interest and strict compliance with import and export control regulations and prevention of money laundering.

Our certification *ISO 9001* ensures that all business processes meet the set standards and quality requirements. This ensures that our systems are constantly optimised and improved.

A core element of our corporate policy is the development of long-term business relationships with our main suppliers, which applies to both the contract manufacturing companies and our fabric and accessory suppliers.

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Teamdress Holding GmbH

If it is necessary to terminate a business relationship, this internally defined process is implemented with the greatest possible lead time, in all steps in an extremely responsible manner and in compliance with all legal and contractual requirements. Close cooperation with the respective supplier is a key aspect of this process.

We are committed to promoting the payment of living wages by our contractual partners.

Responsibilities and communication

The CSR officer assumes the monitoring function in close dialogue with the management. All departments are aware of their responsibility and act accordingly. Progress and measures are regularly documented in the sustainability report to ensure transparency and communication with all stakeholders.

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Corinna Horndahl, Managing Director