

## CODE OF CONDUCT

Teamdress Holding GmbH

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### **Fundamental Grasp and Validity**

This Code of Conduct forms the basis of all business activities and relationships in compliance with applicable national and international laws. The principles laid down are not regarded as a target but should be exceeded where possible. Contractual agreements or corresponding measures must not lead to a circumvention of these requirements.

The company complies with the laws and regulations of the countries in which it operates. It takes care - particularly in countries with a weak state structure - to comply with the principles of this Code of Conduct in its own actions, also encourages its business partners to do so, and draws attention to the need to observe this Code of Conduct when subcontracting.

This Code of Conduct applies worldwide to all companies and branches of Teamdress Holding GmbH as well as to directly affiliated/related companies of Teamdress Holding GmbH and to all suppliers.

### **Socially responsible corporate Governance**

#### **Contribution to Society**

The company thinks of itself as part of the societies in which it operates. Through its business activities, it contributes to their well-being, promotion, and sustainable development. The company takes into account the direct and indirect effects of its business activities on society and the environment and endeavours to achieve an appropriate balance of interests in economic, social, and ecological terms.

The protection and preservation of nature and the environment are important to Teamdress Holding GmbH. Socially and environmentally compatible production is promoted, whereby specifications for waste management, working with chemicals and other hazardous substances, as well as for emission reduction are adhered to.

The legal and internationally recognized standards for the protection of the environment and climate and for the responsible use of all resources determine the company's actions and its efforts to continuously monitor and improve the impact of its business activities on the environment.

Teamdress Holding GmbH respects and accepts the different legal, social, cultural, and societal backgrounds of the countries into which the value chain extends and recognizes their structures, customs, and traditions.

#### **Fair Competition, Corruption, Trade Control, Money Laundering**

The company follows legally sound and recognized business practices and fair competition. In particular, it does not participate in agreements that are contrary to the antitrust laws of the country in which the company operates.

The company rejects corruption and bribery in the sense of the United Nations Convention against Corruption. Personal dependence or influencing people through bribery and corruption is not tolerated. Fairness and honest dealings are fundamental components of the Teamdress corporate culture.

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

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### **Intellectual Property Protection and Data Security**

The applicable legal and regulatory requirements for processing personal data and for information security are complied with. This includes respecting the personal rights of all employees and business partners. The privacy of every individual is respected at all times.

The handling of information and the intellectual property of third parties is based on respect. The protection of all data entrusted to the company has the highest priority.

### **Consumer Interest**

In its activities, the company always respects the interest of consumers regarding health safety and compliance with legal limits. Consumer interests determine the company's fair business and marketing practices.

### **Communication**

The Code of Conduct is available to all interested parties on the corporate website.

The document was sent directly to all employees and business partners. The company expects that our business partners will base their business activities on the values of this Code of Conduct or have drawn up comparable guidelines for their company and will monitor compliance with them.

The production facilities of Teamdress Holding GmbH are contractually obliged to comply with the principles of the Code of Conduct.

The Code of Conduct is reviewed by the management at least once a year and, if necessary, adapted to current requirements and problems.

If the company becomes aware of any violations of the Code of Conduct, appropriate measures are immediately coordinated between the management and the CSR manager.

### **Complaint Mechanism**

Teamdress Holding GmbH is a member of the Fair Wear Foundation, a Dutch multi-stakeholder initiative with the aim of improving working conditions for people in the clothing industry worldwide.

All employees, especially at the foreign production partners, have been informed in this regard, and a notice about the Fair Wear Foundation's complaint hotline is posted in the respective national language at all production sites. This enables people to report serious violations of human rights or labour standards directly and with anonymity. The resulting measures are clearly regulated by Fair Wear Foundation.

### **Protection of the environment**

The company has defined its responsibility to protect the environment in an environmental policy. The core elements are:

- Compliance with binding obligations
- Commitment to international frameworks, e.g. ZDHC, Detox, in the environmental sector
- Conservation of resources
- Highest quality standards and therefore a strict focus on durability
- Sustainable management in the production plants
- Sustainable energy management

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### Human rights and Labour Standards

The company respects internationally recognized human rights. Set out in the United Nations Universal Declaration of Human Rights <sup>1</sup>, the United Nations Guiding Principles on Business and Human Rights <sup>2</sup> and the OECD Guidelines for Multinational Enterprises <sup>3</sup>. Particular attention is paid to compliance with the internationally recognized labour standards of the International Labour Organization (ILO).

Care is taken in all areas of the company's activities not to contribute to human rights violations, and the company expects the same of all its business partners. The right to freedom of opinion and expression is protected and guaranteed.

The labour standards to which the company is committed and which it strives for throughout the supply chain are, in brief:

#### **Free Choice of Work** <sup>4</sup>

Any form of forced labour, slavery, or conditions similar to slave labour, as well as prison labour, will not be tolerated. Only people who have voluntarily made themselves available and have not been forced into employment will be employed.

#### **No Exploitation through Child Labour** <sup>5</sup>

Child labour and any exploitation of children and young people will not be tolerated. The minimum age for employment shall not be less than 15 years and shall not be less than the age at which compulsory education ends. Domestic guidelines for the protection of children and adolescents must be observed.

#### **No Discrimination at the Workplace** <sup>6</sup>

The company respects and supports cultural diversity. Any form of discrimination in employment is prohibited. Assessment, exclusion, or preference based on race, gender, age, religion, nationality, disability, sexual orientation, political views, ethnic, national, and social origin is prohibited. Promoting and ensuring equal pay for men and women for work of equal value is an ongoing process. The company protects its employees from physical punishment, from physical, sexual, psychological, or verbal harassment and from intimidation and abuse.

#### **Safe and healthy Working Conditions** <sup>7</sup>

A safe and healthy working environment is mandatory. Measures are taken to prevent accidents, injuries, or other damage to health. Employees are regularly informed about applicable health protection guidelines and safety measures.

#### **Remuneration** <sup>8</sup>

We ensure that the wage we pay does not fall below the applicable statutory or applicable collectively agreed minimum wage or the minimum wage customary in the industry. In countries or regions without a statutory or collectively agreed wage framework, we pay particular attention to ensuring that the wage paid is sufficient for regular full working hours to meet the basic needs of employees.

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1 Allgemeine Erklärung der Menschenrechte – Universal Declaration of Human Rights

2 UN-Leitprinzipien für Wirtschaft und Menschenrechte – UN Guiding Principles on Business and Human Rights

3 OECD-Leitsätze für multinationale Unternehmen – OECD-Guidelines for Multinational Enterprises

4 ILO-Agreement Nr. 29 and 105

5 ILO-Agreement Nr. 138 and 182

6 ILO-Agreement Nr. 100, 111 and 159, ILO-Recommendation Nr. 165

7 ILO-Agreement Nr. 155, 183 and 184, ILO-Recommendation Nr. 164

8 ILO-Agreement Nr. 26 and 131

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We will not tolerate wage deductions not authorized by law, including wage deductions as a disciplinary measure.

### Appropriate Working Hours <sup>9</sup>

The regular, maximum permissible working time corresponds to 48 hours per week and may not exceed 60 hours in the case of overtime. Within a seven-day period, people are entitled to one day off. The statutory or collectively agreed requirements of the country of the respective location are observed.

### Legally binding Employment Relationship

All employees have an employment contract that complies with applicable law; this is also expected of all direct business partners. The employment contract documents the essential working conditions, including rights and obligations, working hours, remuneration and payment modalities.

### Freedom of Association and Right to collective Bargaining <sup>10</sup>

Employees shall have the right to form, be members of, and be active in organisations and associations for the promotion and protection of the interests of employees. This must not result in any disadvantage for the people.

## Supply Chain

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The company brings this Code of Conduct to the attention of all suppliers. This is linked to our expectation that all suppliers and subcontractors agree to the content or have already anchored it in their own codes of conduct. Furthermore, we expect our suppliers to cascade and implement their Code of Conduct or the expectations from our Code of Conduct down the supply chain. The protection of people and their rights as well as the protection of the environment are at the centre of this.

If, in individual cases, subcontracting by a contract manufacturing company is approved by us, this is only done on the condition that the contract manufacturer ensures that the requirements of our Code of Conduct and the Code of Labour Practices (FWF) are also implemented by the subcontractor. When terminating a business relationship with a direct supplier, our requirement is that, if relevant, all payments due to employees under national law / collective labour law are made. The FWF complaints channel is available to all affected parties in the event of violations.

March 2025

  
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Corinna Horndahl, CEO

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<sup>9</sup> ILO-Übereinkommen Nr. 1. ILO-Empfehlung Nr. 110

<sup>10</sup> ILO-Übereinkommen Nr. 11, 87, 98, 135 und 141