

Code of Conduct of Karlowsky Fashion GmbH

(version 2.1, March 2024)

TO BE SIGNED BY SUPPLIER/PRODUCTION PARTNER

In this document, Karlowsky Fashion GmbH describe their basic principles and values regarding Corporate Due Diligence. This Code of Conduct contains the expectations of Karlowsky Fashion GmbH towards the signing party.

The following 13 points are based on the OECD risks in the garment sector. They are main principles for the cooperation with Karlowsky Fashion GmbH.

1. no forced or compulsory labour
2. no child labour
3. no violence, harassment or abuse
4. to make safe and healthy working conditions available
5. compliance with minimum wages or payment of living wages
6. compliance with legal working hours and overtime
7. freedom of association and collective bargaining
8. no discrimination
9. responsible chemical management (conforming to REACH regulation and Oeko-Tex 'Standard 100'-requirements)
10. responsible water use and water pollution with the aim of decrease
11. responsible waste management with the aim of decrease
12. greenhouse gas management with the aim of decrease
13. no corruption

We will act in accordance with the 13 principles and values. We are continuously working to improve and to close any gaps. We ensure that our own suppliers are informed about the 13 principles and act in accordance with them.

We comply with applicable international, national and local law, especially labour, social and environmental laws.

If we want to use subcontractors for the production of Karlowsky Fashion products, they must be checked in advance by Karlowsky Fashion. Subcontractors are checked according to the same criteria as we are. A production at a subcontractor cannot take place until we have written confirmation from Karlowsky Fashion. In case we want to change the subcontractor, we inform Karlowsky Fashion and wait with the production until the examination of the subcontractor is completed and confirmed by Karlowsky Fashion in writing.

Karlowsky Fashion GmbH Compliance contact: sustainability@karlowsky.de

We approve that Karlowsky Fashion or authorised third parties can conduct unannounced external audits at any time at our facility and at approved subcontractors. In case of failed initial audits or failed annual audits, we confirm that we will bear the costs for necessary follow-up audits.

Our employees have the opportunity to hand in complaints anonymously. We provide a complaint mechanism that is easily accessible to all our employees. If this is not yet the case, we will work to implement a complaint mechanism. Within 6 months of the date of signature, we will provide our employees with a complaint mechanism that fulfills the requirements of this paragraph.

Formal commitment to comply with the Karlowsky Fashion Code of Conduct

We hereby confirm that we have read the Code of Conduct and will act in accordance with it.

name and address of the company

company stamp

full name of signee (in block letters)

date, signature

This document has to be signed by the management of the respective company and has to be returned. If the Karlowsky Fashion GmbH learned about a violation of the Code of Conduct, this could lead to the end of the business relationship. No third party is entitled to claims based on this declaration.

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