

EMP



EXCLUSIVE MERCHANDISE PRODUCTS

HUMAN RIGHTS POLICY





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Due Diligence: Human Rights Policy

E.M.P. Merchandising Handelsgesellschaft mbH, referred to in this document as 'EMP', is committed to respecting human rights wherever it operates. This declaration includes our Code of Conduct (COC) which applies to all of our business activities and those of our business partners.

We are committed to conducting our business activities in an ethical and responsible manner that supports and respects human rights. We conduct our business in accordance with national legal requirements and the relevant standards of the International Labour Organisation (ILO). We are working to identify partners who undertake to conduct their business in a similar manner and enter into business relationships with them.

In today's world of global markets and complex supply chains, which involve a large number of parties with different cultural backgrounds, levels of development and social structures, participation in international trade relations offers good opportunities to stimulate development, economic growth and social stability for everyone involved. The use of these opportunities for the benefit of people cannot occur without respect for human rights as one of the central elements.

The broad term "human rights" describes the fundamental right of all people to be treated with dignity and without discrimination. As a basis for companies, it refers at least to the commonly recognised human rights as set out in the International Bill of Human Rights, the principles of the respective national fundamental rights as well as the ILO norms.

The UN Guiding Principles for Business and Human Rights, which are drawn up, monitored and continuously updated by the United Nations, represent a concrete and transparent reference point for companies. These serve as a common basis for the respective implementation and protection of the above-mentioned rights within member states.



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We at EMP are committed to the UN guiding principles within the framework of our duty of care towards our employees and - as far as possible - towards the employees of other parties in our supply chain. They in turn bear their own responsibility in accordance with the UN Guiding Principles and are always monitored, supported and encouraged by us in this regard. We are therefore committed to respecting human rights in our company and in business relationships and to participating in legitimate reparation processes should any violations occur. Our Code of Conduct (COC) provides instructions on how to deal with grievances and represents the declaration of intent required by our business partners in this regard. Where necessary and possible, we do not exclude the use of certain legitimate means of pressure to achieve human rights goals.

All suppliers must agree to and accept the business principles as set out in the EMP Code of Conduct (COC) with reference to the ILO core labour standards, clear requirements for workers' rights, ethical business practices, employment practices and environmental and safety conditions.

We consider the respect for human rights to be an integral part and expression of our acceptance of this social responsibility, which is manifested in our daily actions and in our management structures. To this end, we implement and maintain appropriate human rights due diligence in all of our business relationships in order to prevent us from becoming complicit in human rights violations or from supporting them.

Don't be evil! – We are convinced that the promotion of and compliance with good corporate governance are important key factors for a successful contribution by companies to the protection and application of human rights. Since we are obliged to abide by local laws wherever we do business, we evaluate the effects of potential human rights conflicts and try to prevent adverse effects within our sphere of influence.

Since the focus of our business is on the fashion trade, we deal with emerging and developing countries on a daily basis, where the initial situation can unfortunately include a higher risk of possible human rights violations. However, we believe that it is

precisely there that we can make a difference by effectively engaging within these countries instead of staying away from them, identifying salient human rights problems through our due diligence process and providing valuable assistance in eliminating them.

Where human rights violations are directly related to our business risks, we focus our assessments on the severity and extent of potential hazards and the resulting harm, the likelihood of their occurrence and reasonable ways to avoid them. This may result in us performing additional due diligence and effectively addressing identified risks. In individual relationships as well as in broad partnerships, we can use our influence to actively reduce such risks.



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We regard the protection of human rights in international trade as a fundamental responsibility of governments and as a democratic obligation to which companies must contribute by respecting and protecting human rights in their international business dealings. The cooperation and partnership with governments, companies, social partners and experienced stakeholders are important success factors for us, as they provide the economic possibilities, specialist knowledge and management skills for a joint and supportive approach. We pride ourselves on treating the UN Guiding Principles not as a mere exclusion criterion, but above all as an inspiring tool: With this catalogue of values at hand, we can also enable people in emerging countries to participate and promote positive local development.

In order to identify risks, we will carry out an investigation in our supply chain to discover the most important risks to human rights and any potential negative effects which are within our commercial sphere of influence but which contradict our ideas. Our agenda of the most important human rights, which are also addressed in our Code of Conduct (CoC) for suppliers, is set out as follows:

1. The right to equality and non-discrimination

We stand up against discrimination and promote equal rights for all people regardless of gender, sexual orientation, desire for children / pregnancy / motherhood / parenthood, religion, age, race, social background, caste, nationality, ethnic and national origin, membership of employee organisations, disability, migration, political disability, political affiliation or other personal characteristics wherever possible in our business operations, especially with regard to the terms and conditions of employment.

2. The right to life, freedom and personal safety

EMP is committed to personal freedom and the right to life and physical, psychological and emotional integrity, especially with regard to our working conditions. The safeguarding of occupational safety is the focus of our concern. The protection of personal data must be guaranteed for everyone.

3. Child labour / the right to childhood

EMP supports the "United Nations Convention on the Rights of the Child". Child labour within the meaning of the ILO and UN conventions as well as national regulations is prohibited. The age limit for approved employment is not below the school age and in no case below 15 years (or 14 years, if national law in accordance with ILO Agreement 138 allows it). Regulations for the protection of young employees must be respected and followed.



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4. Freedom from slavery and forced labour

Within the context of our business activities, we do not accept any form of slavery, debt bondage, servitude, or other forced or compulsory labour or unpaid work. Employees must not be restricted in their personal freedom of movement.

5. Freedom from abuse and degrading treatment

We believe in the right to be protected from any form of physical, psychological, verbal or sexual abuse and any other forms of degrading treatment and we base our actions on this belief.

6. The right of access to effective legal remedies

Anyone who sees a human right at risk in relation to themselves or to third parties in the course of our business activities has the right of access to effective and appropriate legal remedies within the legal framework. We consider it fair and important not to make this access difficult.

7. The right to freedom of association

It is the right of employees and workers to form or join a workers' organisation (e.g. a trade union) of their own choosing for the purpose of collective bargaining. In the context of such a community of interests, the right to assemble peacefully also applies.

8. The right to social security

EMP recognises the right to social security, especially in cases of unemployment, injury, illness, disability, child support, widowhood and old age.

9. The right to rest and free time

We support the right of employees to adequate rest and leisure, including limitation of working hours and regular paid leave based on national and international law.



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10. The right to a clean environment, safe water and sanitation

Everyone at EMP has the right to live and work in a healthy environment, as well as the right to have access to clean water and adequate sanitation. Our business operations are designed to respect these areas.

We regularly review and update our relevant guidelines, processes and management systems. In order to create transparency, we also use suitable complaint mechanisms that enable those who see their human rights as directly affected by our activities to contact us. We investigate and, if necessary, take remedial action to remedy any grievances.

While respecting the principle of transparency, we will publicly report on our progress in the implementation and the results of our human rights due diligence process.

Our management monitors the implementation and practice of these guidelines.