

Winterbach, March 15, 2019

PETER HAHN Slavery and Human Trafficking Statement [Financial year 2017/2018]

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and is the slavery and human trafficking statement of PETER HAHN for the financial year 2017/2018.

1. INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as forced and compulsory labour. We understand that modern slavery is a global issue that may affect our supply chain. For us at PETER HAHN, taking responsibility means compliance with social standards and fair treatment of partners and suppliers.

2. CORPORATE STRUCTURE OF PETER HAHN

PETER HAHN is a Europe-wide successful, multichannel company with about 1,000 employees, based in Winterbach, Germany. PETER HAHN is a wholly owned subsidiary of TriStyle Mode GmbH. In the fiscal year 2017/2018 (Oct. 1, 2017 – Sept. 31, 2018) PETER HAHN had a global annual turnover of 370 Mio €.

Sustainability Management: We established a sustainability department at PETER HAHN in 2012 and, since 2016 we have an additional sustainability task force.

Our supply chain: The working conditions at our suppliers are very important to us. Our employees from buying, quality and sustainability departments, including the managing director of buying visit the production sites regularly. As a mail order company offering private brands and brands, we have approximately 350 suppliers worldwide. We do not own any production sites, but work with long-term, trusted suppliers. For our private brands only, we work with about 170 suppliers. We work with both European importers (with factories in Europe, Asia and South America) as well as direct suppliers in Portugal, Turkey and Asia. We have our own Buying Offices in Hong Kong, Bangkok, Istanbul and Porto.

3. POLICIES

amfori BSCI Membership

Since 01.01.2013, our organisation has been and currently is an active member of **amfori BSCI (Business Social Compliance Initiative)**. In January 2014, we enlarged the PETER HAHN BSCI membership to the whole TriStyle Group. For more information, see: www.amfori.org.

TriStyle is a member of amfori, the leading global business association for open and sustainable trade. We improve the social performance of our supply chain via amfori BSCI. Therefore, PETER HAHN does not tolerate any form of slavery, servitude, forced, compulsory labour and human trafficking and commits strongly to the early detection, monitoring and remediation of such issues in its supply chains.

TriStyle was honored for its comprehensive training efforts in different production markets as a finalist at the 2017 BSCI member awards, see:

http://www.tristylegroup.com/uploads/media/TriStyle_groups_wins_Member_of_the_Year_Award_regarding_social_standards.pdf Our commitment to social standards at the production sites is further illustrated by conducting a so-called Public Private Partnership project (PPP). The 2 year





project was co-financed from public funds of the German Federal Ministry for Economic Cooperation and Development (BMZ).

Internal policies, procedures and contractual controls

As an amfori BSCI Participant, PETER HAHN has developed the necessary management system, policies and procedures to effectively prevent and address any adverse human rights' impact that may be detected in its supply chains. Every new supplier receives a questionnaire from us about its current efforts to ensure social standards. Our private brand suppliers and the respective factories in risk-countries receive the amfori BSCI Code of Conduct and accompanying documents. With their signature, they acknowledge the commitment to the principles of amfori BSCI. Our partners are asked to pass this information on to their own partners, creating a positive cascade effect.

These are three examples of policies which we use to ensure the adherence to social standards: TriStyle Framework Contract, TriStyle Quality Requirements PETER HAHN: amfori BSCI requirements and Internal BSCI Memorandum of Understanding. We also evaluate the risk of potential new suppliers by conducting a factory evaluation (FE) which includes important information in regards to social standards.

4. DUE DILIGENCE IN OUR OWN BUSINESS AND SUPPLY CHAIN

The focus of our social compliance efforts lays with our private brand suppliers. We are proud to say that part of our collection is still produced in Germany and that we have a sourcing office in Portugal. This is a clear statement to "made in Europe".

amfori BSCI audits: Due diligence to us means: in which countries can we rely on laws and their implementation (and do not need amfori BSCI audits) – and on the other hand: in which countries are laws not enforced properly and amfori BSCI audits a necessity. PETER HAHN uses the amfori BSCI risk classification as a tool to calculate this risk. It is our goal to have all production sites in risk countries audited in accordance with the amfori BSCI CoC. It is also our goal to always have valid audits and see improvement in the performance. To foster knowledge and improvements, amfori BSCI offers online and face-to-face capacity building measures for member companies and producers. In addition, PETER HAHN trains its staff and the producers about social standards at its supplier days in various sourcing markets.

Grievance mechanism and worker's involvement: Being an amfori BSCI participant, any third party can lodge a grievance through the amfori grievance mechanism at grievance@amfori.org. Also, we have worked with an NGO in order to develop a worker handbook in Chinese through our PPP project.

For an overview of our activities in various sustainability aspects, we would like to refer to our corporate website at: <https://www.peterhahn.com/en/sustainability/>

This statement was approved by the Management Board of PETER HAHN.

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Managing Director of Buying
Chairman of the Management Board

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