

POLICY STATEMENT ON RESPECTING HUMAN RIGHTS AND PROTECTING THE ENVIRONMENT

Dealing respectfully with all the direct and indirect impacts that our business activities have on human rights and the environment is an essential component of our actions at PETER HAHN. In this regard, we consider not only the impacts of our own internal activities, but also those of our supply chain. Our actions are based on 4 primordial aspects: products, environment, social and corporate responsibility.

“Sustainability is an essential part of our ethical understanding and our corporate strategy. We produce high-quality and durable products – respecting the environment and respecting human rights – both at PETER HAHN itself as well as in our supply chain. The latter clearly focuses on adhering to and improving social standards because we feel that this factor is closely linked to achieving the high quality of our products.” Stefan Kober, PETER HAHN Managing Director

We carry out regular **risk analyses** in order to live up to our corporate responsibility in all areas. These analyses are guided, amongst other things, by the requirements of the **“OECD recommendations for the textile sector”**. These recommendations include the risks relevant to our industry in the sectors of child labour, forced labour, discrimination, working time, health and safety at work, freedom of association, collective-bargaining, minimum wage/living wage, corruption, bribery, management of chemicals, water consumption and pollution, and greenhouse gas emissions. All of the measures and precautions named in this document serve the evaluation, prevention and indemnification of these risks.

We adhere closely to statutory regulations and conventions such as the **ILO Core Labour Standards and the International Convention on Human Rights**. In implementing these standards we are aided primarily by our many years of membership of amfori, the leading European and international retail association which is committed to sustainable supply chains. We have been making use of their **amfori BSCI** (Business Social Compliance Initiative) service, the world’s biggest social standards initiative, since 2013. As part of these amfori BSCI social standards activities, independent testing institutes regularly audit the production sites of our suppliers. We work together to continuously improve processes based on their reports. In addition, we offer a comprehensive training programme with courses provided on-site or online by amfori BSCI, and PETER HAHN supplier days in our procurement markets. The amfori BSCI code of conduct also includes an **anonymous grievance mechanism**. This gives all stakeholder groups around the world, such as factory workers, the opportunity to draw attention to possible issues. PETER HAHN’s own direct employees have access to a grievance mechanism, too, via the works council. In order to ensure that all other stakeholder groups are also involved in our efforts, comments or questions on the issue of sustainability at PETER HAHN can be sent to us via our publicised email address sustainability@peterhahn.co.uk.

In addition, and in collaboration with our external partners, we frequently conduct **supplier projects** on issues such as social and environmental standards and chemical management (in accordance with the ZDHC regulations). For example, from 2016 to 2018 we conducted a PPP project (public-private partnership) with selected suppliers in China. We worked with the

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