

Winterbach, February 2021

PETER HAHN Slavery and Human Trafficking Statement [Financial year 2019/ 2020]

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and is the slavery and human trafficking statement of the PETER HAHN Limited for the financial year 2019/2020.

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 and recognise the responsibilities that companies have along their supply chains in cooperation with partners to operate in an ethical manner. For the PETER HAHN Limited responsibility means taking preventive actions, complying with social standards and fair treatment of partners and suppliers.

2. CORPORATE STRUCTURE OF PETER HAHN

PETER HAHN GmbH, Germany is a Europe-wide successful, omnichannel company with about 1000 employees, mainly based in Winterbach, Germany, with an office in UK. PETER HAHN GmbH is a wholly owned subsidiary of TriStyle Mode GmbH. In the fiscal year 2019/2020 PETER HAHN had a global annual turnover of 392 Mio €.

Our supply chain: As a mail order company offering private brands and brands, we have about 320 suppliers worldwide. We do not own any production sites, but work with long-term, trusted suppliers. For our private brands, we work with 134 suppliers. We work with suppliers in Europe as well as suppliers in Turkey and Asia. We have our own Sourcing Offices in Hong Kong, Istanbul and Porto.

Sustainability Management: We established a sustainability department at PETER HAHN in 2012 that works with our suppliers on sustainability aspects as well as the compliance to good working conditions and the respect of human rights.

3. POLICIES

PETER HAHN defined internal processes in consideration with several policies to ensure trustful business relationships in an ethical manner.

amfori BSCI Membership

Since 01.01.2013, our organisation has been and currently is an active member of amfori BSCI (Business Social Compliance Initiative). For more information, see: www.amfori.org.

The amfori is 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.

Internal policies

Furthermore, in the business year 2019/2020, a Child Labour Policy and a Forced Labour Policy was established for the whole TriStyle Group, its subsidiaries and its partners. The policies emphasise and publish the position of PETER HAHN that child and forced or compulsory labour are prohibited. In addition, it clarifies the measures in case of the violation of these policies, like protection and remediation for the affected person and even the termination of the relationship with the supplier.

4. DUE DILIGENCE IN OUR OWN BUSINESS AND SUPPLY CHAIN

As an amfori BSCI Participant, PETER HAHN has developed the necessary management system and procedures to effectively prevent and address any adverse human rights' impact that may be detected in its supply chains.

PETER HAHN requests from its business partners to follow social standards and ethical business behaviour. Therefore, the contractual commitment to social standards and human rights is mandatory before a business cooperation is initiated. Our private brand suppliers and the respective factories in risk-countries have to acknowledge the amfori BSCI Code of Conduct (CoC) and the principles of amfori BSCI. Our partners are asked to pass this information on to their own partners, creating a positive cascade effect.

We also evaluate potential new suppliers in terms of social standards by conducting a factory evaluation (FE). During the business cooperation, our employees from buying, quality and sustainability department, including the managing director of buying visit the production sites regularly.

Due diligence to us also means to perform a risk evaluation of the production countries of our partners based on the amfori BSCI risk classification. Based on the risk index, the amfori audit requirements are defined. In countries with a high risk, the BSCI audit system is applied and audits are conducted. It is our goal to have all production sites in risk countries audited in accordance with the amfori BSCI CoC. If any non-compliances are identified, the supplier must create a corrective action plan and follow it. It is also our goal to always have valid audits and see improvement in the performance. In case of a violation of the BSCI Code of Conduct regarding child labour or forced labour, the supplier has to react and improve the situation immediately. If a supplier is not willing to improve or fails to make long-term progress, the business relationship may even be terminated.

Grievance mechanism

Being an amfori BSCI participant, any party can lodge a grievance through the amfori Grievance Mechanism at grievance@amfori.org which lead to a possibility to identify incidents, ensure human rights and good working conditions as well as to engage in the remediation, if necessary.

PETER HAHN, as part of the TriStyle Group, introduced an own grievance mechanism especially for its suppliers and their employees to enable any complaints, hints or discover hidden risks in the factories. These grievances are handled confidentially, investigated and followed regarding solution and remediation.

5. PERFORMANCE MONITORING AND MEASURING EFFECTIVENESS

The supplier audits conducted by amfori BSCI are rated based on the amfori BSCI methodology. This enables PETER HAHN to monitor the performance of the suppliers by the audit grading and evaluate their improvements.

Follow-up audits in addition with a regular exchange with the business partners, analyse the improvement measures and monitor the realisation of changes and effectiveness.

A continuous tracking with key figures is followed internally.

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/>

6. TRAINING AND CAPACITY BUILDING

Capacity building and trainings on social compliance as well as on modern slavery are regularly offered to the suppliers by the amfori BSCI academy. In addition, a series of supplier trainings has taken place in 2020 regarding working conditions and human rights, including child labour and forced or compulsory labour.

The employees of the Sourcing Offices and the Buying departments as well as Quality departments of PETER HAHN are also regularly trained on social compliance and are informed about the amfori auditing program and the suppliers' performances.

7. Approval of this statement

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

Stefan Kober
Managing Director of Buying
Chairman of the Management Board