

# FOND OF Human Rights Statement



We are convinced that we can only be successful in the long term if our business activities are in harmony with people and the environment.



# Human Rights Statement

Under this presumption, we accept that it is impossible for us to become a fully sustainable company, as we put goods into circulation that inevitably have a social and ecological footprint. Knowing this, we try to live up to our corporate responsibility – with the ambition to get better day by day.

In our business activities, we place a strong focus on respect for human rights. For this reason, FOND OF is committed to preventing human rights violations, strengthening human rights and providing remedies when violations occur. This commitment applies both within our own company and to our entire supply chain including subcontractors. We consider compliance with legal requirements as a starting point and always try to go beyond that.

In doing so, we base our actions on the following internationally applicable principles and guidelines of corporate responsibility:

- Conventions and recommendations of the International Labour Organization (ILO) on labour and social standards
- OECD Guidelines for multinational enterprises
- United Nations Guiding Principles on Business and Human Rights
- UN conventions on children's rights
- UN Convention on the Elimination of All Forms of Discrimination against Women

FOND OF expects all its business partners and employees to adhere to these principles. By signing our Code of Conduct, we ask our suppliers to assure that they share our understanding of sustainability and, wherever possible, adapt their actions accordingly.

To ensure this, we have developed a holistic sustainability strategy that we understand and implement across the company. This includes, among other things, a risk analysis in which particular risks to people and the environment in the supply chain are regularly evaluated. As a basis for prioritizing risks, we primarily refer to the OECD's assessment of sector-specific risks in the textile and footwear industry (see OECD, 2018).

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We meet our social responsibility, among other things, by regularly auditing our suppliers, conducting trainings and having our own purchasing practices regularly reviewed by the independent organization Fair Wear Foundation. We have also established an effective complaints mechanism for employees from the factories of our direct suppliers.

We are committed to protecting the rights of particularly vulnerable stakeholder groups such as children, refugees, women, migrant workers and ethnic and religious minorities.

To minimize negative impacts on the environment, we work together with the recognized organizations bluesign® and Global Organic Textile Standard (GOTS). Hereby, we guarantee the adherence to the strictest ecological standards in the production of our fabrics and accessories.



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Dirk Schülgen, Managing Director



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Dr. Thomas Wallraff, Managing Director



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Dr. Carsten Winkler, Managing Director