

# **POLICY**

OF THE SEIDENSTICKER GROUP

„EVERYTHING I TOUCHED  
TURNED INTO SHIRTS.“

A handwritten signature in black ink, appearing to read 'Seidensticker', with a stylized flourish at the end.

Company Founder  
Walter Seidensticker sen. (1895 – 1969)

**seidensticker**  
group

## POLICY OF THE SEIDENSTICKER GROUP

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We, the Seidensticker Group, believe in social engagement, environmental awareness, and dealing fairly with each other as mainstays of our company. As a family business, we acknowledge our corporate responsibility and aim to balance our social, ecological, and economic interests.

We are aware that, since we circulate clothing that has an unavoidable social and ecological impact, our company's actions cannot be entirely sustainable. While knowing this, we try to live up to our corporate responsibility and become more sustainable - step by step. We also know that we cannot strengthen human rights and fair working conditions or reduce environmental impact in the garment sector on our own. That is why we expect all our employees and partners to act sustainably at all company levels. To that end, our requirements are aligned with the following international principles and guidelines as well as national regulations:

- UN Universal Declaration of Human Rights (UDHR)
- Conventions and Recommendations of the International Labour Organisation (ILO)
- UN Guiding Principles on Business and Human Rights (UNGPR)
- Gender-specific dimension of the UN Guiding Principles on Business and Human Rights
- UN Children's Rights and Business Principles
- Principles of the UN Global Compact
- OECD Principles for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector
- Business Social Compliance Initiative Code of Conduct (BSCI)
- Federal Republic of Germany's National Action Plan on Business and Human Rights
- German Supply Chain Act



## POLICY OF THE SEIDENSTICKER GROUP

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Our actions are based on the following ten principles, which serve as our commitment to live up to our corporate responsibility and due diligence:

1. Fair working conditions and the lowest possible environmental impact are essential aspects of our corporate policy.
2. We work only with suppliers who undergo and complete a detailed Seidensticker risk check.
3. All stakeholders are regularly checked for compliance with our social and ecological criteria and undergo detailed monitoring and screening.
4. We use effective measures to mitigate identified risks in our supply chain.
5. We commit to paying living wages in our supply chain and participate in industry initiatives to promote social dialogue between employers and employees in manufacturing countries.
6. We gradually become more knowledgeable about all the stakeholders involved in manufacturing our products so we can track every single component, down to the producers of raw materials.
7. We take measures to reduce our company's greenhouse gas emissions and pursue the goal of climate neutrality.
8. We establish effective complaint mechanisms for workers in our supply chain and contribute in offering access to remedy.
9. As a family-owned company with own factories in Asia, promoting social and ecological projects in East Westphalia, Germany, as well as in our production countries is particularly important to us.
10. We report transparently about the progress and measures of our sustainability commitment.

Bielefeld, June 2022



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Frank and Gerd Oliver Seidensticker  
Managing Partners Seidensticker Group