

## Due Diligence Statement

We, 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.

Since we produce clothing that has an unavoidable social and ecological impact, we are aware that 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. 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 Business Conduct
- OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector
- Business Social Compliance Initiative Code of Conduct (BSCI)
- The Federal Republic of Germany's National Action Plan on Business and Human Rights
- German Supply Chain Act (LKSG)
- Five Domains of Four Paws and the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)
- GOTS 7.0 (incl. Implementation Manual and Due Diligence Handbook)

We strive to avoid human rights violations and breaches of environmental standards in our own business area as well as in our supply chains, strengthen human rights, and offer support when violations cannot be avoided. Our approach to corporate responsibility follows the OECD due diligence approach:



The due diligence approach is preventative, dynamic, and risk-based. This includes regularly identifying and evaluating human rights and environmental risks along the entire supply chain and in connection with our products, our business model, and our purchasing decisions. Seidensticker Group is committed to responsible sourcing practices and strives to avoid purchasing practices that may contribute to adverse impacts in the supply chain. Prioritisation of risks is based on the likelihood and severity as well as the irremediable character of the potential impact and is informed by the OECD's assessments of sector-specific risks in the garment and footwear industry. For the risk analysis, we consider the perspectives of various stakeholders, especially focussing on protecting the rights of vulnerable interest groups such as children, women, migrant workers, home workers, and ethnic and religious minorities. We take appropriate measures to avoid resp. prevent identified risks and, if applicable, directly mitigate and remedy actual impacts. When receiving complaints through any grievance channel, we investigate each case carefully and if applicable, confidentially. We aim to find consensual solutions and provide access to remedy for the complainant.

Business partners (such as suppliers, agents and logistics providers) of Seidensticker Group are also expected to engage in corporate due diligence with regard to their supply chain and take into account significant risks that occur at their supply chain level.

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. With our corporate actions, we strive for fair working conditions and minimal environmental impact.
2. We work only with suppliers who complete a detailed Seidensticker risk check.
3. All direct suppliers 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 participate in industry initiatives to engage with different stakeholder groups (or their representatives) and promote social dialogue between employers and employees in manufacturing countries.
6. Step by step, we increase transparency of the suppliers involved in manufacturing our products so we can track every single component – eventually down to the producers of raw materials.
7. We are committed to determine and reduce the carbon footprint of Seidensticker Group.
8. We establish effective complaints mechanisms for our own employees as well as for workers in our supply chains and engage in providing access to remedy.
9. With roots in Bielefeld and production facilities in Asia, promoting social and ecological projects in the regions of all our company locations is particularly important to us.
10. We report transparently about the progress and measures of our sustainability commitment and due diligence approach.



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