



Policy Statement: Our Commitment to Human Rights.

The OLYMP Bezner Group (hereinafter: OLYMP) can look back on a long tradition as a family business that operates responsibly. As a globally active company, OLYMP also bears global responsibility. A recognition of, and respect for, human rights have always been of key importance in this. This policy statement expresses our traditional values as well as our responsibility. We are committed to human and labour rights – both at our headquarters in Bietigheim-Bissingen and globally – thereby improving living and working conditions at our site and in our supply chains. Our commitment considers any adverse impact on people or the environment that we cause, contribute to or are directly associated with.

Our approach to implementing and managing these issues is guided by the Guiding Principles on Business and Human Rights (UNGP). In terms of content, our approach draws in particular on the following international standards and frameworks:

- United Nations Universal Declaration of Human Rights (UN-UDHR)
- Conventions and Recommendations of the International Labour Organisation (ILO) on Labour and Social Standards
- United Nations Convention on the Rights of the Child (UN-CNC)
- United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW)
- Guiding Principles of the Organisation for Economic Cooperation and Development (OECD) for Multinational Companies

We promote a culture of open and respectful collaboration. We are convinced that close communication and a partnership-based cooperation with our suppliers, customers, and other stakeholders is crucial for our mutual success. Through transparency, trust, and mutual support, we create a connected supply chain where every contribution matters and efficient, sustainable solutions emerge.

We set priorities: our risk analysis.

We recognise that due diligence in terms of human rights is an ongoing process. For this reason, we regularly analyse our own business activities and relationships to identify potential risks and actual violations. In doing so, we analyse where the greatest human rights and environmental risks are located, and prioritise them. This enables us to generate suitable measures to eliminate or reduce these risks.

Via our risk analysis, we identify those risks for human rights violations that have the most serious impact on those potentially affected by our business activities, as well as risks that affect the environment and the product.

In the process, we focus our due diligence on our own employees as well as the people in our supply chains. We recognise the diversity of the individuals both inside and outside of OLYMP, value the potential they have and promote it. Although OLYMP's product portfolio is predominantly targeted at a male clientele, women make a significant contribution to the success of every part of our value chain, from the cotton fields to the point of sale. We treat all the people we work with properly and fairly – regardless of their gender identity. To live up to our claim regarding the recognition and respect of human and workers' rights at OLYMP, we have implemented clear guidelines and initiatives. These form the basis of our daily conduct and take into account not only our own employees and the employees in our supply chains, but also our suppliers, our service providers and our customers, and thus our entire business activity.

We create transparency and commit to cooperating with other companies and institutions in risk analysis and remediation where necessary.

We are committed to an approach from "risk shifting" to "risk sharing" in our supply chain to implement more sustainable and fairer conditions. Through open dialogue and regular exchange, we build strong relationships with our suppliers. These partnerships are based on trust and shared responsibility, enabling us to share risks and proactively develop solutions that promote respect for human and environmental rights.

We act according to clear guidelines: for people.

We respect our employees' human rights. In addition to the quality of our products, OLYMP's success is based on our employees' dedication and expertise. We base all our actions on the premise of togetherness. We create a climate of mutual respect, trust and appreciation.

We are also clearly committed to respecting and promoting human rights in the supply chain. To this end, we have committed ourselves to implementing the Fair Wear Code of Labour Practices.

Our requirements for our business partners are set out in our OLYMP Code of Conduct. In it, we commit ourselves and those with whom we work to the following principles:

- Fair employment relationships through legally binding employment contracts as well as unambiguous terms and conditions in employment contracts
- Prohibiting child labour and guaranteeing special protection for young workers.
- Prohibiting forced and compulsory labour
- Appropriate remuneration and equal pay for equal work
- Reasonable working hours
- The right to freedom of association and collective bargaining
- Promoting diversity and inclusion, and prohibiting any form of discrimination based on, for example, gender identity, ethnicity, skin colour, religion, social and national origin, political views, language, age, disability or sexual orientation
- Prohibiting gender-based violence or harassment, including sexual harassment
- Ensuring and promoting health and safety at work and access to services that meet basic needs
- Respecting and protecting the privacy of every individual and the confidentiality of the personal information we hold about them

Based on the risks identified, we take special care to protect the following rights:

- For us, child labour and forced labour, as well as situations that directly threaten the life and limb of employees, are among the most serious risks.
- Freedom of association leads to improvements in all workers' rights. When these rights are upheld, there is higher compliance with almost all other social issues. Social dialogue can lead to greater stability, equity, productivity and more sustainable business growth. For this reason, we are proactively committed to strengthening social dialogue in our supply chain, for instance by favouring countries and suppliers in our sourcing strategy that allow employees to form or join a trade union and/or bargain collectively.

Our pricing is based on the principle of fairness. We strive for living wages, gender-independent pay equality and a fair distribution of income and wealth. We are thus also committed to responsible procurement practices. In doing so, we are guided by the five principles of the "Common Framework for Responsible Purchasing (CFPP)". We are committed to effective sourcing dialogue and close cooperation within the supply chain, as this promotes transparency and strengthens the long-term resilience of the entire supply chain.

OLYMP's Privacy Policy provides adequate safeguards for the sharing of employees', customers' and suppliers' personal data. OLYMP's data protection management ensures compliance with the relevant data protection regulations.

We act according to clear guidelines: for the environment.

We take our environmental responsibility seriously by complying with applicable legal requirements and recognised standards for the protection of the environment and climate and by making reasonable efforts to continuously reduce the negative impact of our business activities on the environment and climate.

We've taken appropriate measures – based on legal and internationally recognised standards – covering, among others, the following topics:

- Professional and responsible handling of hazardous substances and other chemicals as well as waste, including their disposal
- Efforts to reduce or avoid waste and minimise emissions from business operations (e.g. waste water, exhaust air, noise, greenhouse gases)
- Conservation of natural resources, for example through measures to save water, chemicals and other raw materials
- Efforts to increase energy efficiency and the percentage of green or renewable energies in energy consumption at our company locations and, in the future, also in our supply chains
- Promoting the use of low-carbon and other climate and environmentally friendly technologies, processes, raw materials and products

We comply with our requirements: our initiatives

We derive appropriate initiatives for the topic areas actually identified, which are intended on the one hand to improve the status quo and on the other to prevent precarious scenarios from arising.

We regularly work with the following programmes:

- We design the processes at our own site in a resource-conserving way and take extensive measures to save energy and minimise our greenhouse gas emissions. OLYMP is climate-neutral by offsetting the remaining emissions at our company headquarters in Bietigheim-Bissingen. We intend to continue this success in the coming years based on a credible corporate carbon footprint.
- In the area of social issues in the supply chain, we monitor our compliance with social standards with the aid of the iMPACT Programme and implement the corresponding improvement initiatives and training courses.
- We are gradually eliminating environmentally harmful and hazardous chemicals from OLYMP's supply chain. In the future, we will also monitor the clean and safe use of chemicals within the framework of continuous monitoring.
- OLYMP is also clearly committed to avoiding any harmful environmental impact from the raw and other materials we use, and to saving resources. We pursue this goal systematically within the framework of the OLYMP GREEN CHOICE concept for more sustainable products.

Nobody is perfect – not even us.

Despite great care with regard to human rights, we are aware that violations may occur. For this reason, we see the setting up of complaints mechanisms as essential, on the one hand as an indicator for recording risks and, on the other, to detect actual violations where they occur and to initiate countermeasures.

We offer our employees the “OLYMP Whistleblower Reporting Channel” for reporting legal and compliance violations. Here, violations of applicable law by OLYMP or OLYMP's employees can be reported securely – and, if desired, without disclosing the identity of the whistleblower – to an external lawyer who represents OLYMP as an ombudsman.

Through our membership in the multi-stakeholder organisation Fair Wear, the majority of our supply chain already has an established complaints system. Those affected may contact the independent complaints mechanism by phone or email, and mostly in their local language (complaints@fairwear.org). However, we remain committed to finding an industry solution that will allow greater access to grievance mechanisms. Both those affected and those interested can contact us directly via the address responsibility@olymp.com.

We report on our progress

With our sustainability pledge, we set the bar higher for ourselves than is required by law. We've already achieved good results in some areas. In others, we know what we need and want to achieve and are well on our way.

That is why we report annually on our human rights due diligence process and provide further information on focus areas and business area-specific risks or initiatives.

The world and our market environment are constantly changing. Hence we continuously review our risk assessment and initiatives. We also regularly review our processes, this policy statement and our communications and adapt them to changing circumstances as required. For example, we are continuously working to report even more transparently on our risks and initiatives.

Responsibility for the implementation of and compliance with this statement lies with our internal "Working Group on the Supply Chain Act", which discusses and deals with relevant topics in regular consultation with management.

This OLYMP policy statement was last updated in August 2024 and is approved by the management.



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