



Requirements (REQU)

Non-Retaliation Policy

Approval by:

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1. Assistance

1.1 History of Document

Area	Version	Author/resp. department	Reviewer	Date of Change	Paragraph	Change
-	-	-	-	-	-	-

1.2 Review and enforcement

This policy is reviewed regularly and enforced consistently.

2. Introduction

2.1 Purpose

The purpose of this policy is to ensure that all employees of all companies of the OLYMP Bezner Group (hereafter: OLYMP), employees or workers of OLYMP's suppliers or their chosen representatives (individuals or organizations) as well as any third parties who interact with OLYMP can raise concerns about potential misconduct or violations within the OLYMP's supply chain confidentially and without fear of retaliation.

Such concerns may involve breaches of OLYMP's policies, ethical standards or applicable laws. This includes, but is not limited to, issues raised through grievance mechanisms, audit interviews, surveys, or any other communication channels.

2.2 Definition of retaliation

Retaliation refers to any adverse action taken against an individual because they have, in good faith, reported a concern, participated in an investigation, or refused to participate in unethical or unlawful conduct. Examples of retaliation include, but are not limited to:

- Termination or demotion
- Reduction in pay or hours
- Intimidation or harassment (including sexual harassment)
- Unfavorable changes in work assignments or conditions
- Exclusion from work activities or opportunities

Non-retaliation means that the company will not tolerate or permit any such adverse actions in response to a good faith report or participation in any related process. Protecting whistleblowers and participants is a fundamental part of maintaining an ethical and transparent workplace.

3. Reporting Channels

Reports of misconduct may be submitted through any of the following channels:

- Formal grievance or complaint mechanisms
 - To OLYMP: responsibiltiy@olymp.com
 - To Fair Wear Foundation: complaints@fairwear.org
 - To the OECD, represented by the German National Contact Point (NCP)
The role of the NCP is to providing a neutral platform for dispute settlement in cases of non-compliance with the OECD Guidelines (form: [Complaint to the German National Contact Point About an Alleged Violation of the OECD-Guidelines for Multinational Enterprises \(PDF, 202 KB\)](#))
 - For Bangladesh only: RSC Complaint Hotline Number: 01769-969000 or RSC Complaint Email Account: complaints@rsc-bd.org
- Audit-related interviews or assessments
- Internal or external surveys
- Direct reporting to supervisors, compliance officers, or designated hotlines

All concerns will be treated confidentially to the extent possible and investigated promptly and thoroughly as per the OLYMP procedure.

4. Policy Statement

4.1 Protection of right to complain

OLYMP strictly prohibits any form of retaliation against individuals who in good faith report concerns, participate in investigations, or provide information regarding actual or suspected misconduct or violation with regard to the OLYMP's policies, ethical standards or applicable laws.

OLYMP will handle reports of incidents of sexual harassment, gender-based discrimination, or other forms of misconduct that may disproportionately affect women or individuals of diverse gender identities with particular sensitivity and confidentiality.

All reports are taken seriously and handled with discretion and care as per the OLYMP internal grievance procedure.

4.2 Protection of the right to refuse unsafe work

OLYMP expects the respect for the right of a worker to refuse work that he or she has reasonable justification to believe is unsafe, including the right to refuse to enter or to remain inside a building that he or she has reasonable justification to believe is unsafe for occupation.

4.3 Protection of freedom of association and trade union rights

This policy also strictly prohibits retaliation based on an individual's membership in a trade union, participation in union-related activities, or expression of interest in forming or joining a union. All employees have the right to freely associate, organize, and engage in collective bargaining without fear of reprisal or discrimination. This includes, but is not limited to, discussions about working conditions, wages, or labor rights—whether conducted individually or collectively.

5. Enforcement

Anyone who experiences or witnesses retaliation is strongly encouraged to report it immediately.

The policy is applied equally to all individuals, regardless of gender, gender identity, or gender expression.

In the event of a violation of this principle, OLYMP will fully support the affected person. A continued violation of this principle may, in the worst case, lead to the termination of the business relationship.

Protection under this policy applies to individuals who report concerns in good faith, even if the report ultimately proves to be unfounded. However, knowingly making false allegations may result in disciplinary action.