

FOND OF Environment and Human Rights Declaration



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



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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. In knowing this, we aim 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 business partners and employees to adhere to these principles. When selecting suppliers, we make sure that they share our basic understanding of sustainability and are willing to work together on this. We obtain assurance of this by having our suppliers sign our Code of Conduct.

We further aim to have a full overview of all our production sites. For the collaboration of our suppliers with potential subcontractors, we have drawn up an agreement to which each supplier must adhere. The agreement states that direct suppliers must provide us with detailed information about their collaboration with potential subcontractors before the start of production. The information about the subcontractors should at minimal include the production location, outsourced production processes and working methods. New subcontractors may only be used if FOND OF has been able to check them in advance and has formally approved them.

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FOND OF has a holistic sustainability strategy that is understood and implemented 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).

The overriding themes of our risks in our supply chain relate to human rights, the environment and integrity, therefore the focus risks for FOND OF are as follows: Working Hours, Freedom of Association & Collective Bargaining, Wages & Benefits, Climate Change & Greenhouse Gas Emissions, Environmental Protection, Resource Use & Fibers, and Occupational Health & Safety.

FOND OF is aware of its influence on the identified risks and is committed to minimizing them and, in the best case, avoiding them altogether. We address our social responsibility by continuously working to improve our purchasing practices in order to make them responsible, cooperative and long-term.

To this end, we are guided by the »Common Framework for Responsible Purchasing Practices«, which was jointly developed by several multi-stakeholder initiatives from the textile industry. One component of this is, among other things, the promotion of living wages. Our purchasing prices must be set in such a way that they support wage increases in the long term. This and many other indicators are reviewed annually by the independent organization Fair Wear.

As part of our membership at Fair Wear, we regularly have our suppliers and their subcontractors audited with regard to their working conditions. Any problems that arise are then addressed and solutions are sought together to improve working conditions in the long term.

Through our membership, we also have access to an effective grievance mechanism for employees in the factories of our direct suppliers. Potentially affected workers can contact a local Fair Wear team member via an anonymous hotline in the event of violations of labor standards. The hotline number and labor standards must be prominently displayed in the local language in the factories. If a complaint occurs, it is forwarded to us by the local team. Together with Fair Wear and the supplier, we review each complaint for legitimacy. In the event of negative impacts, our top priority is to provide remediation and redress to the complainant and others potentially affected.

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We are committed to protecting the rights of particularly vulnerable stakeholder groups such as children, women, migrant workers, homeworkers, people with disabilities, and ethnic and religious minorities. The specific risks to these stakeholder groups are also taken into account in our risk analysis.

To minimize negative impacts on the environment, we work together with the recognized organizations bluesign®, Global Organic Textile Standard and the Leather Working Group.

Hereby, we guarantee compliance with the strictest ecological standards in the production of our fabrics and other product components.

We are also committed to continuously increase the share of sustainable materials in order to leave the smallest possible ecological footprint through our products.



Dr. Carsten Winkler, Managing Director