

Sustainability at **Magazine zum Globus AG**

Human rights due diligence along the supply chain

I. Introduction

Magazine zum Globus AG (hereinafter referred to as "**Globus**" or "**we**", "**us**") Magazine zum Globus AG (hereinafter referred to as "Globus" or also "we", "our", "us") places great importance on conducting business responsibly, adhering to high ethical standards, and always complying with applicable laws. Particular attention is given – in line with Swiss legislation – to the issue of child labour.

To provide an overview, we first outline the approaches we take in dealing with this issue. Further below, we provide information about our supply chain policy and, as part of that policy, our supply chain traceability system, our reporting procedure, and our risk management.¹

II. Our approach

Fair working conditions and the respect for human rights along the supply chain are central concerns for us. We oppose all forms of child exploitation and do not tolerate any child labour in our supply chains. We expect the same from our suppliers.

The high-quality products we offer in our department stores and online shop are manufactured in many different countries, and we source them from numerous Swiss and international suppliers.²

We examine whether there is a substantiated suspicion that products we offer were produced using child labour. Many of our suppliers themselves publish information and reports on the topic of sustainability.³

¹ Management system.

² We source our products predominantly (over 90%) from suppliers based in Switzerland and the European Union.

³ For example, due to legal requirements such as the laws implementing EU Directive (EU) 2022/2464 (Corporate Sustainability Reporting Directive), or also on a voluntary basis.

As a standard requirement, we oblige our suppliers to comply with the amfori Code of Conduct.

The amfori BSCI Code of Conduct and the associated documents and tools are based on international standards, including the United Nations (UN) Universal Declaration of Human Rights, the conventions of the International Labour Organization (ILO), the UN Guiding Principles on Business and Human Rights (UNGPs), and the OECD Guidelines for Multinational Enterprises. The amfori BSCI Code of Conduct addresses, among other things, the following topics: ethical business behavior, no precarious employment, no bonded labor, forced labor or human trafficking, special protection for young workers, **no child labour**, occupational health and safety, reasonable working hours, fair remuneration, no discrimination, violence or harassment, freedom of association and the right to collective bargaining, as well as worker participation and protection.

Globus is part of the Central Group⁴, which has developed a comprehensive framework on the topic of sustainability.⁵ In addition, we have created our own Globus Code of Conduct.

⁴ European Luxury Stores | Central Group ([Link zur Website](#)).

⁵ Sustainability at Central Group | Central Group ([Link zur Website](#)).

III. Supply chain policy

What is our supply chain policy about?

Our supply chain policy is based on Swiss legislation regarding due diligence and transparency in relation to child labour⁶, as well as on internationally recognized standards.⁷ The purpose of the supply chain policy is to ensure compliance with the relevant due diligence obligations in the event of a substantiated suspicion that products⁸ offered in our department stores or online shop were manufactured using child labour.

Who do we share information about our supply chain policy with?

Our supply chain policy is published on www.globus.ch and thereby made accessible to the public. In addition, the supply chain policy is incorporated into the contracts and agreements with our suppliers.

How can concerns about child labour in our supply chain be reported?

Concerns regarding child labour in our supply chain can be reported to the following email address: compliance@globus.ch.⁹

What does Globus do in the event of concrete indications of child labour?

We will investigate any reported or identified concrete indications of child labour in our supply chain and take appropriate measures to prevent or mitigate negative impacts.¹⁰ The outcomes of these measures will be assessed, documented, and communicated.

With which instruments do we identify, assess, eliminate, or mitigate the risks of potential cases of child labour?¹¹

In the event of a substantiated suspicion that products offered in our department stores or online shop were manufactured using child labour, we identify and assess the associated risks and—if confirmed—eliminate, prevent, or mitigate them according to the likelihood of occurrence

⁶ Art. 964j et seq. of the Swiss Code of Obligations (CO) and the Ordinance on Due Diligence and Transparency Regarding Minerals and Metals from Conflict-Affected Areas and Child Labour.

⁷ ILO Conventions Nos. 138 and 182, the ILO-IOE Child Labour Guidance Tool for Business of 15 December 2015, the OECD Due Diligence Guidance for Responsible Business Conduct of 30 May 2018, and the UN Guiding Principles on Business and Human Rights.

⁸ This applies accordingly to any services as well.

⁹ Reporting procedure.

¹⁰ Within our sphere of influence and in cooperation with our suppliers.

¹¹ Risk management.

and the severity of the adverse impact. In the event of a reasonable suspicion that products offered in our department stores or in our online shop have been manufactured using child labour, we identify the risks, assess them and (if identified) eliminate, prevent or minimize them according to the probability of occurrence and the severity of the harmful effects.

We identify and assess risks based on industry-specific, geographic¹², or company-related factors. For this purpose, we use sustainability indicators from external databases provided by international organizations or governments. We also take into account published or otherwise accessible standards, certifications, and reports.

If necessary, we contact our suppliers to further assess the risks and obtain (additional) assurances. We reserve the right to conduct on-site inspections (audits) at our suppliers' premises. We may also seek information from international organizations, consult experts, or review relevant literature if we consider it necessary or helpful.

Wherever possible, we work with our suppliers to eliminate or mitigate the risks of potential child labour cases. We monitor the measures taken and continuously review their effectiveness. We also reserve the right to terminate the business relationship with a supplier and to initiate legal action.

In the event of a substantiated suspicion that products offered in our department stores or online shop were produced using child labour, we document the description of the relevant products, the trade name (if applicable), the names and addresses of suppliers and production sites, and any additional relevant information.¹³

We are committed to continuously deepening our knowledge and understanding of existing and emerging child labour risks and the means to address them.

Can this supply chain policy be changed?

We will revise or amend this Supply Chain Policy as we deem necessary to ensure its compliance with applicable laws and internationally recognised standards or, more generally, to ensure its continued effectiveness.

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¹² E.g. UNICEF Children's Rights in the Workplace Index.

¹³ Supply chain traceability system.