

AT A GLANCE

HUMAN AND LABOUR RIGHTS / OCCUPATIONAL HEALTH & SAFETY

 NO CHILD LABOUR	 PROTECTION OF YOUNG WORKERS	 NO FORCED LABOUR	 PROTECTION OF MIGRANT WORKERS	 NO DISCRIMINATION	 NO HARASSMENT AND ABUSE
 ADEQUATE COMPENSATION	 DECENT WORKING HOURS	 FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING	 CONDITIONS FOR USE OF SECURITY FORCES	 OCCUPATIONAL HEALTH & SAFETY	

ENVIRONMENTAL PROTECTION

 PREVENTION OF ENVIRONMENTAL POLLUTION	 CAUTIOUS HANDLING OF CHEMICALS AND WASTE	 ANTI-CORRUPTION & ANTI-BRIBERY	 FOREIGN TRADE COMPLIANCE	 ACCURATE & TRUSTFUL REPORTING	 PROHIBITION OF UNLAWFUL DEPRIVATION OF PROPERTY
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ETHICAL BUSINESS PRACTICES

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SpeakUp App



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ORGANISATION CODE: 103833

SUPPLIER CODE OF CONDUCT

CECIL

■ Street One

STREET ONE STUDIO

■ STREET ONE
MEN

At CBR Fashion Group (“CBR”) we are convinced that we can only be commercially successful in the long term if the effects of both, our business activities and those of our suppliers are in harmony with people and environment. It is therefore our goal to prevent corruption and other unethical behaviour, to respect human rights, to assure occupational health and to protect our environment, in our business activities as well as in our global supply chains.

This Supplier Code of Conduct applies to all providers of goods and/or services to CBR (“Suppliers”) and describes the minimum standards that Suppliers are expected to fulfil with regard to Human and Labour Rights, Occupational Health and Safety, Environmental Protection, Ethical Business Practices, Management Systems and Grievance Mechanisms.

Suppliers shall ensure that:

- › they comply with all principles set forth in this Supplier Code of Conduct,
- › their suppliers and business partners also observe these principles and monitor, address, and document risks to these principles in their supply chains and
- › each natural person, including Sub-Contractors, involved in the manufacturing of products receives full access to this document.

1. HUMAN AND LABOUR RIGHTS

1. No Child Labour and Protection for Young Workers

CBR strictly prohibits child labour as defined by the International Labour Organization (“ILO”) and United Nations (“UN”) conventions and does not tolerate any form of it. Suppliers must ensure compliance with the prohibition on child labour. Suppliers shall ensure that upon employment, employees have reached at least the age at which they complete compulsory schooling and are not younger than 15 years, unless ILO Convention No. 138, Article 2 defines a minimum age of 14 years in certain countries. An effective age-verification mechanism must be implemented during the recruitment process. In instances where child labour is identified, Suppliers shall take immediate action to remove such individuals from work and implement measures to ensure their ongoing protection and well-being.

Suppliers must ensure compliance with legal restrictions on the employment of young persons. Individuals aged between 16 and 18 years are considered as young workers. Supplier shall ensure that young workers do not conduct “hazardous work” as defined in ILO Recommendation No. 190. Furthermore, they shall be excluded from employments that are detrimental to their health, safety, and development. Suppliers shall adopt proactive measures to safeguard young workers, including implementing risk assessments, providing access to grievance mechanism, and offering comprehensive health and safety trainings.

2. No Forced Labour

Supplier must ensure that no form of forced or compulsory labour as defined in the ILO Convention of Forced Labour No. 129 and the ILO Convention of Abolition of Forced Labor No. 105 is used. Every employee shall be working of their own free will. Employees shall be entitled to terminate their employment in line with the generally accepted period of notice at the place of employment. Suppliers shall not require employees to pay "deposits" as condition for employment, nor shall any employee's identity documents be retained under any circumstances. Employees shall not be working under the threat of punishment. Suppliers must ensure that no forms of involuntary, bonded, trafficked, state-imposed, indentured or prison labour is used. Any practices akin to slavery, serfdom, or other forms of domination or oppression in the workplace, such as extreme economic exploitation and humiliation are prohibited.

3. Protection of Migrant Workers

Suppliers shall guarantee that employed domestic and cross-border migrant workers are afforded the same human and labour rights as local employees. This includes adherence to all applicable laws and regulations in countries of origin, transit, and destination in relation to recruitment, employment, and migration.

4. No Discrimination

Suppliers are expected to provide a working environment that recognises and supports equity and inclusion. All forms of discrimination based on race, caste, colour, gender, age, religion, political orientation, membership in a workers' organisation, mental or physical disability, material status, ethnic, national, or social origin, nationality, sexual orientation, pregnancy, or other personal characteristics must be prevented.

5. No Harassment & Abuse

Physical abuse, corporal punishment, harassment of any kind, mental or physical coercion and verbal abuse are strictly prohibited.

6. Adequate Compensation

Suppliers shall pay fair wages, at least the legally mandated minimum wage. Upon recruitment, all employees shall receive clear and written information about their compensation terms. Suppliers must ensure that all wages, along with any other entitlements or benefits, are paid punctually, in their entirety, and in accordance with all relevant legal requirements. Any wage deductions as a disciplinary measure are strictly prohibited.

7. Decent Working Hours

Supplier shall comply with all legal standards concerning working hours. The use of an accurate time recording system to document working hours is obligatory, ensuring adherence to both the maximum statutory working hours and those specified by the ILO. Overtime hours shall be worked solely on a voluntary basis, shall not be demanded on a regular basis, and shall always be remunerated at a higher rate in accordance with the applicable local regulation. Employees are entitled to one day off following six consecutive days of work and shall have appropriate breaks during each working day.

8. The Right of Freedom of Association and Collective Bargaining

Suppliers shall recognize and respect the rights of all employees to freedom of association, collective bargaining, and union membership. Employees shall be permitted to join or affiliate with worker's organizations without fear of reprisal or discrimination. Representatives of workers shall be protected from discrimination and enabled to perform their representative duties in their workplace. In countries where the rights to freedom of assembly and association are restricted by law, employees shall be permitted to freely select their own representatives.

9. Conditions for Use of Private/Public Security Forces

Suppliers are only allowed to engage private or public security forces if those respect the rights of all employees. It must be ensured that they do not violate the prohibition of torture or cruel, inhumane, or degrading treatment, do not cause life or limb and do not impair the right to organize or freedom of association.

2. OCCUPATIONAL HEALTH AND SAFETY

Suppliers shall provide a safe and healthy workplace environment for all their employees, adhering to applicable occupational health and safety regulations and complying with ILO's fundamental principles. Special protection is required for vulnerable individuals, such as young workers, new and expecting mothers, and persons with disabilities. Suppliers must tailor their safety measures to accommodate these groups and ensure their specific needs are met.

Additionally, Suppliers must implement the following safety measures for all employees, but these are not limited to:

- › Structural Integrity and Emergency Preparedness: Suppliers must ensure the structural integrity of all equipment, buildings, and any provided residential facilities. Employees shall have the right to evacuate the premises without seeking permission in case of imminent danger.
- › Personal Protective Equipment (PPE) and Machine Safety: Suppliers shall establish and adhere to regulations and procedures for the use of PPE and ensure all machines is properly maintained and fitted with necessary safety devices to prevent accidents. Employees shall be trained on the safe operation of machines, and regular inspections shall be conducted to identify and mitigate potential mechanical hazards.
- › Hazard and Chemical Management: Employees shall be adequately protected from overexposure to chemical, biological and physical hazards. This includes proper storage, labelling, and disposal of chemicals to prevent accidental exposure and contamination. Suppliers shall implement control measures such as ventilation, isolation, and use of less hazardous substances where possible.
- › Safe and Hygienic Working Environment: Supplier must maintain a safe and hygienic working environment, including access to clean sanitary facilities, potable water, and first aid. The same principles shall also apply to all social and employee accommodation facilities.
- › Risk Assessment and Training: Suppliers shall conduct regular workplace risk assessments to identify and mitigate potential hazards. Suppliers shall provide adequate information via trainings and instructions about occupational health and safety practices and procedures to their employees regularly.

3. ENVIRONMENTAL PROTECTION

Suppliers must comply with all applicable local and international environmental laws and regulations and must obtain all required environmental permits, licenses, and registrations. This includes international conventions regarding chemicals and waste such as:

- › UN Minamata Convention on Mercury,
- › UN Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal,
- › UN Stockholm Convention on Persistent Organic Pollutants.

Suppliers shall not cause any harmful soil change, water pollution, harmful noise emission or excessive water consumption that could have negative impacts on communities. Negative impacts include the impairment of natural bases for the preservation and production of food or the denial of access to safe and clean drinking water. Suppliers shall establish an environmental management program that seeks to minimize environmental impacts with respect to energy, air emissions, water, waste, hazardous waste, and other significant environmental risks.

4. ETHICAL BUSINESS PRACTICES

1. Compliance with applicable Laws and other Requirements

CBR expects its Suppliers to comply with all international and national laws, rules, and regulations applicable to their business. If the laws and regulations deviate from this Supplier Code of Conduct, the stricter provision shall prevail.

2. Anti-Corruption and Anti-Bribery

Suppliers must not provide any gifts, gratuities, hospitality, meals, or entertainment to government/regulatory officials, CBR employees, or any other third party in any situation in which it might influence, or appear to influence, the employee's or regulatory official's decision concerning the Supplier. Supplier shall avoid interactions with any CBR employee that might conflict, or appear to conflict, with the employee's ability to act in the best interest of CBR. The granting of the following benefits directly or via intermediaries to CBR employees including its family members, is always prohibited: Cash payments, loans, commissions, gift vouchers or similar monetary benefits and leaving of sample goods for private use or purpose. Policies and measures that are suitable for prevention of active and passive corruption or bribery shall be implemented by the Supplier and communicated to its employees.

3. Foreign Trade Compliance

Suppliers shall comply with all applicable import and export controls, sanctions, and other applicable trade compliance laws and orders. Supplier shall provide accurate and truthful information to customs and authorities when required.

4. Accurate and Trustful Reporting

Suppliers shall maintain accurate accounting records in appropriate detail and all documents, records and reports free from false entries or misrepresentation.

5. Prohibition of Unlawful Deprivation of Property

Suppliers are prohibited from any form of unlawful eviction or deprivation of property, including land, forests, and waters, in all business activities related to acquisition, development, or other use of land. Suppliers shall ensure their operations do not contribute to or result in the unjust displacement of communities or the illegal appropriation of natural resources.

5. MANAGEMENT SYSTEM

Supplier are requested and encouraged to establish and uphold regulations, guidelines, and documentation processes to ensure adherence with both the principles outlined in this Supplier Code of Conduct and applicable international and national laws. This encompasses the implementation of an effective monitoring system with clearly defined responsibilities and processes along with appropriate documentation. Continuous monitoring and improvement measures are expected to be implemented within specified and reasonable timeframes.

6. GRIEVANCE MECHANISMS

1. Grievance Mechanism of Suppliers

Suppliers shall have a grievance mechanism in place that is accessible to all employees and is in line with the effectiveness criteria of the United Nations Guiding Principles of Business and Human Rights or other applicable laws. These mechanisms shall be communicated clearly and available in languages understood by all employees. Suppliers are expected to encourage and enable their employees to report concerns or illegal activities and shall follow up on concerns and take corrective actions if needed. Individual filing complaints may not be subject to reprisals or disciplinary action of any kind. This also applies if employees of Suppliers or other individuals uses CBR's grievance mechanism (see Section 6.2) for filing a complaint.

2. Grievance Mechanism of CBR

CBR has implemented a grievance channel called "CBR Fashion SpeakUp-Line". It is accessible for everybody and can also be used by employees of Suppliers to submit reports about infringements of this Supplier Code of Conduct. Everybody can use the SpeakUp-Line to submit a complaint anonymously and in several languages.

A complaint can be submitted via the following access points:

ORGANISATION CODE: **103833**

Call freephone



See Annex for the country SpeakUp phone number

Scan QR-Code



Or use the web link:
<https://cbrfashion.speakup.report/en-GB/hints/home>

SpeakUp App



Download the SpeakUp by People Intouch' app from the App Store/Google Play

ANNEX: CBR FASHION GROUP

SPEAKUP-LINE PHONE NUMBERS

ORGANISATION CODE: **103833**

Country	Phone number	Phone instructions
Albania	0035545301801	Call charged at local rate
Algeria	00213983299338	Call charged at local rate
Austria	0800909683	Freephone
Bangladesh	008809610998462	Freephone
Belarus	882004910089	Freephone
Belgium	080089326	Freephone
Bhutan	009752379003	Freephone
Bosnia and Herzegovina	0038770330093	Call charged at local rate
Bulgaria	8002100645	Freephone
Cambodia	1800209867	Freephone
China	108001523042	Freephone (via China Telecom)
China	108008522221	Freephone (via China United Network)
China	4001201842	Country-wide number with no Supplier restriction; Call charged at local rate
Croatia	08007745	Freephone
Cyprus	80091142	Freephone
Czechia	800050833	Freephone
Denmark	004543310961	Call charged at local rate
Egypt	08000000083	Freephone
Estonia	003726093008	Call charged at local rate
Finland	0800392912	Freephone
France	0805543753	Freephone
Georgia	1800008013	Freephone
Germany	08001818952	Freephone
Greece	0080044145924	Freephone; the number will not work when called from a mobile
Hong Kong	0085230194193	Call charged at local rate
Hungary	0680984589	Freephone
Iceland	003544150349	Call charged at local rate
India	0008000503159	Freephone
Indonesia	00622180630074	Call charged at local rate
Ireland	1800800636	Freephone
Italy	800147694	Freephone

ORGANISATION CODE: 103833

Country	Phone number	Phone instructions
Kazakhstan	007877273574582	Call charged at local rate; No mobile access
Korea, the Republic of	0082237005146	Call charged at local rate
Latvia	80005929	Freephone
Lebanon	8338160193	Freephone
Lithuania	880030366	Freephone
Luxembourg	003523420808982	Call charged at local rate
Malaysia	0060377243136	Call charged at local rate
Malta	80065144	Freephone
Moldova, the Republic of	080060016	Freephone
Morocco	00212530144108	Call charged at local rate
Myanmar	08008008062	Freephone
Nepal	18000010186	Freephone
Netherlands	0031107007503	Call charged at local rate
North Macedonia	0038925513216	Call charged at local rate
Norway	004724140601	Call charged at local rate
Pakistan	0080090044437	Freephone
Philippines	180083948474	Freephone; Can only be connected by Globe Telecom device
Poland	800012953	Freephone
Portugal	800831302	Freephone
Russian Federation	88001006994	Freephone
Serbia	0038110520043	Call charged at local rate
Singapore	006564037051	Call charged at local rate
Slovakia	0800113418	Freephone
Slovenia	080083115	Freephone
Spain	0034900031156	Call charged at local rate
Sweden	0201604703	Freephone
Switzerland	0800005691	Freephone
Taiwan, Province of China	00886277438912	Call charged at local rate
Thailand	006628449693	Call charged at local rate
Tunisia	0021631300338	Call charged at local rate
Turkey	00800448828602	Freephone
Ukraine	0800801205	Freephone
United Kingdom	08000224118	Freephone
Viet Nam	008419003271	Call charged at local rate