



## BASIC UNDERSTANDING OF SOCIALLY RESPONSIBLE CORPORATE GOVERNANCE

Lässig GmbH is a family-owned company that is defined by social commitment, a steadily growing environmental awareness and fair treatment of our employees, customers and suppliers. Together with our business partners we pursue a sustainable production with economic, ecological and social responsibility.

Our success is based on the trust of our stakeholders. Therefore we set high standards in terms of responsibility – both for ourselves as a company and for each individual person.

Our Compliance Guide establishes binding principles of behavior for the entire company. These form the guidelines that can be applied everywhere and help to implement the values of our company in everyday life. The Compliance Guide also makes clear what LÄSSIG GmbH expects from its employees and business partners.

Our Compliance Guide is based on the social principles of the ILO<sup>1</sup> conventions, the principles of the UN Global Compact<sup>2</sup>, the UN Guiding Principles on Business and Human Rights<sup>3</sup>, the UN Universal Declaration of Human Rights<sup>4</sup>, the UN Conventions on the Rights of the Child<sup>5</sup> and on the Elimination of All Forms of Discrimination Against Women<sup>6</sup> and the OECD Guidelines for Multinational Enterprises<sup>7</sup>.

In addition, the Compliance Guide is based on the IFC Performance Standards<sup>8</sup> and the World Bank Group EHS Guidelines<sup>9</sup> as well as on relevant international agreements for the protection of the environment, such as the ecological principles of EMAS<sup>10</sup>, the Paris Agreement<sup>11</sup> and the Rio Declaration of 1992<sup>12</sup>.

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<sup>1</sup> <https://www.ilo.org/global/lang--en/index.htm>

<sup>2</sup> <https://www.unglobalcompact.org/>

<sup>3</sup> [https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR\\_EN.pdf](https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf)

<sup>4</sup> [https://www.ohchr.org/EN/UDHR/Documents/UDHR\\_Translations/eng.pdf](https://www.ohchr.org/EN/UDHR/Documents/UDHR_Translations/eng.pdf)

<sup>5</sup> <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx>

<sup>6</sup> <https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx>

<sup>7</sup> <http://www.oecd.org/daf/inv/mne/48004323.pdf>

<sup>8</sup> [https://www.ifc.org/wps/wcm/connect/24e6bfc3-5de3-444d-be9b-226188c95454/PS\\_English\\_2012\\_Full-Documents.pdf?MOD=AJPERES&CVID=jkV-X6h](https://www.ifc.org/wps/wcm/connect/24e6bfc3-5de3-444d-be9b-226188c95454/PS_English_2012_Full-Documents.pdf?MOD=AJPERES&CVID=jkV-X6h)

<sup>9</sup> <https://documents1.worldbank.org/curated/en/157871484635724258/pdf/112110-WP-Final-General-EHS-Guidelines.pdf>

<sup>10</sup> <https://eur-lex.europa.eu/eli/dec/2011/832/oj>

<sup>11</sup> <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>

<sup>12</sup> [https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A\\_CONF.151\\_26\\_Vol.I\\_Declaration.pdf](https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.151_26_Vol.I_Declaration.pdf)



## SCOPE

By aligning our corporate actions with the above principles, we contribute to the implementation of human rights, labor, social and ecological standards in the economic value creation processes. This is a long-term process that requires constructive and pragmatic cooperation between government institutions, societal institutions, and companies.

The Compliance Guide is the basis of all business relationships and applies worldwide to Lässig GmbH itself, as well as to our partners and all participants in the supply chain, hereinafter referred to as “We”.

We commit ourselves to complying with the Compliance Guide without exception and to taking appropriate measures in case of violations. In the case of uncertainty regarding correct behavior, we contact our Compliance Officers at [compliance@laessig-gmbh.de](mailto:compliance@laessig-gmbh.de).

## 1. OUR SOCIAL RESPONSIBILITY

We are aware of our social responsibility and consider it our goal to give back to society, to the best of our ability. We take responsibility for our decisions, actions, products and services to our stakeholders, the environment, and the society we live in.

On a case-by-case basis, reviews may need to be undertaken on a regular basis to assess the status and performance of third parties who provide services on behalf of Lässig including contractors and other regular counterparties such as suppliers of goods or services (e.g. hazardous chemicals) that are inherently associated with potentially significant ESG issues.

### HUMAN RIGHTS

We have an uncompromising respect for people’s dignity and are committed to upholding and protecting human rights. We uphold human rights within the meaning of the UN Universal Declaration of Human Rights.

### COLLABORATION

Our commitment, skills and experience are the foundation of our success. Therefore, we are always respectful in our dealings with each other and conduct ourselves in a friendly, appreciative, honest, and trusting manner.



## **EQUAL OPPORTUNITIES AND EQUAL TREATMENT**

We offer equal opportunities for everyone. We do not discriminate against anyone and do not tolerate any discrimination based on ethnic background or nationality, gender, religion, ideology, age, disability, sexual orientation, color, political views, social background, marital or civil partnership status, maternity, contract type, or any other legally protected characteristics. We observe legally mandated preferential regulations (ILO Convention 111).

We offer opportunities for flexible working patterns, according to Company's needs, to help employees to combine a career with their domestic responsibilities.

We provide all reasonable assistance to employees who are or who become disabled, making reasonable adjustments wherever possible to provide continued employment.

The selection, hiring and promotion of employees is undertaken based on their qualifications and skills. We respect the equality of remuneration of all employees of all genders for equal work (ILO Convention 100).

## **OCCUPATIONAL HEALTH AND SAFETY**

Health and safety at work is paramount to us. By a continuous improvement of working conditions and through preventive and health promotion measures, we maintain and promote our employees' health, performance, and job satisfaction. We implement rules to ensure the greatest possible

prevention of accidents and minimization of health risks while paying special attention to avoiding industry-specific work risks (ILO Convention 155).

## **FREEDOM OF OPINION AND ASSEMBLY, RIGHT OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING**

Everyone has the right to express one's opinion and the right to refrain from doing so. Employees have the right to organize in trade unions without external interference or negative consequences. Unions have the right to bargain collectively and to strike (ILO Convention 87 and 98).



### **CHILD LABOR**

We are committed to the protection of children and oppose any form of exploitation through child labor. The minimum legal age for employment in every case must not be reduced. We insist on the elimination of the worst forms of child labor that are harmful to the health, safety or decency of children (ILO Convention 138 and 182).

### **FORCED LABOR**

We do business in countries that may be vulnerable to human rights abuses. Therefore, we are committed to maintaining a zero-tolerance policy regarding forced or compulsory labor, human trafficking, and slavery, throughout our supply chain (ILO Convention 29 and 105).

### **VIOLENCE AND HARASSMENT**

Every person has the right to a working environment free of violence and harassment. Physical and mental punishment, harassment, including threats thereof, intimidation and physical as well as psychological abuse are not tolerated (ILO Convention 190).

### **WORKING HOURS AND REMUNERATION**

Working hours and remuneration shall be regulated by contract and shall at least comply with the national law applicable or, if deviating from it, shall always be regulated in favor of the employees. Overtime must be voluntary, must not be regularly imposed and must be compensated adequately (ILO Convention 100).

## **2. OUR RESPONSIBILITY TOWARDS OUR PLANET**

Protecting our planet is an integral part of all our activities and, as such, is clearly defined as one of our corporate values.

### **CLIMATE PROTECTION**

We want to shape climate protection and take a close look at the CO<sub>2</sub> footprint of our actions, our products, and logistics processes. We make an active contribution to climate protection, for example, by reducing greenhouse gas emissions using renewable energy sources and a sustainable packaging strategy.



## **ENVIRONMENTAL PROTECTION AND NATURE CONSERVATION**

We promote an environmentally and socially responsible production and comply with the relevant environmental standards in the manufacture of our products. Responsible and efficient use of resources is a prerequisite at all stages of the value chain. Raw materials and materials are carefully selected with sustainability in mind. The aim is to avoid and save packaging and to use recycled materials. We are striving for a circular economy.

In accordance with the principles of sustainable development, we also undertake to continuously reduce and avoid environmental, air and noise pollution, to protect surface waters such as rivers and streams, and to continuously improve environmental protection measures.

We contribute to the continuous reduction of environmental pollution at our own workplace and use natural resources responsibly.

## **ANIMAL AND SPECIES PROTECTION**

Protecting species means protecting the basis of life for all. We observe the principles of animal welfare in our business activities. We recognize the Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) , for the protection of animals and plants of endangered species and base our business activities on it.

## **3. OUR COMMITMENT TO ETHICAL BUSINESS PRACTICES AND INTEGRITY**

We define sustainable business practices as an integrative approach to improving our economic as well as environmental and social performance. We are aware of our corporate and social responsibility and see it as a holistic challenge.

## **ENTREPRENEURIAL ACTION**

We pursue exclusively legal business practices in compliance with fair competition, third-party industrial property rights and antitrust and competition regulations. We reject all forms of corruption and bribery and promote, in an appropriate manner, principles of responsible corporate governance such as transparency, accountability, responsibility, openness, and integrity. Contracts must be adhered to unless there is a fundamental change in the general conditions.



## **CONTRIBUTION TO SOCIETY**

We see ourselves as part of the societies in which we do business. We respect the different legal, societal, cultural, and social backgrounds of all countries in our value chain. If these conflict with the principles set out here, we will enter into dialogue with our stakeholders and work towards understanding and acceptance.

## **COMPLIANCE WITH LAWS**

We comply with the applicable laws and regulations for the protection of people and the environment of the countries in which we operate.

## **PRODUCT QUALITY AND SAFETY**

Our products are manufactured exclusively from materials that are safe, tested for harmful substances according to current standards, and of highest quality. Our products comply with the laws and legal regulations they are subject to and with our internal standards. Any deviations that occur are addressed in good time by suitable measures.

## **SELECTION OF BUSINESS PARTNERS**

We carefully check the identity of stakeholders we wish to work with. It is our declared goal to only conduct business with those whose business activities are in accordance with legal requirements and our standards.

## **DONATIONS AND SPONSORING**

We grant cash and in-kind donations to persons and institutions in need which are recognized charitable organizations or are authorized to accept donations by means of special regulations. We only grant donations and sponsorships within the scope of a transparent approval process.

## **CONFLICTS OF INTEREST**

We make our decisions purely on the basis of factual criteria and are not influenced by personal interests and relationships.

## **DONATIONS**

We neither accept nor offer donations that are intended to influence. We comply with legal regulations and internal compliance guidelines regarding gifts, hospitality, and invitations, among other things.



## **CORRUPTION**

We do not tolerate bribery or any other forms of corrupt business behavior. In the event of suspicion, we take appropriate action.

## **COMPLIANCE**

We are constantly adapting our processes and systems to national and international legal requirements and keep our employees, business partners, and suppliers updated in good time. We follow up on any indications of violations promptly and resolutely.

## **DATA PROTECTION**

We protect the personal data of our stakeholders. We only collect, record, process, use and store personal data in accordance with legal requirements.

## **IT SECURITY**

We respect IT and data processing security and comply with the applicable legal requirements.

## **SECURITY OF KNOWLEDGE AND INTELLECTUAL PROPERTY**

We protect our intellectual property and know-how. We respect and do not infringe the intellectual property of all business partners and other third parties.

## **HANDLING CORPORATE ASSETS**

We respect the company's tangible and intangible assets and do not use them for external purposes.

## **4. IMPLEMENTATION AND ENFORCEMENT**

We are committed to this Compliance Guide with respect to our own actions. We support our business partners in applying the values and principles defined, as appropriate.

In the spirit of responsible corporate governance, we anchor the above principles in our strategic and operational management systems.

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Company

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Signature



The document is available online at:

<https://www.laessig-fashion.de/compliance>

<https://www.laessig-fashion.fr/compliance>

<https://www.laessig-fashion.com/compliance>