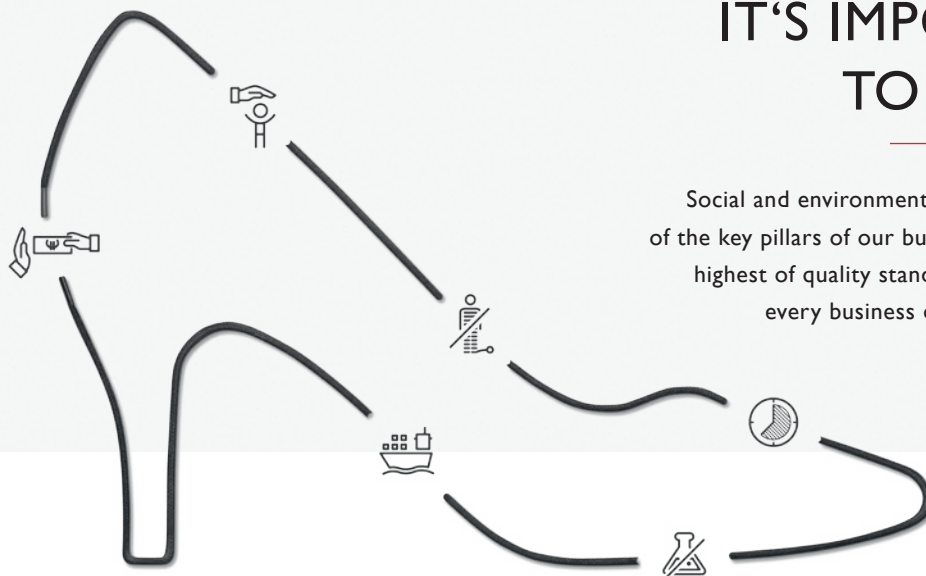


IT'S IMPORTANT TO US!

Social and environmental responsibility are two of the key pillars of our business. Compliance with the highest of quality standards forms the basis of every business decision we take.



IT IS OUR RESPONSIBILITY.

As a corporation, we are very conscious of our responsibility towards society, and in particular towards our staff and customers. We are aware that our business activities can have social and environmental consequences for which we are responsible. We therefore make every effort to constantly improve the living conditions of all those involved along the entire value chain.

As an international corporation with well-known brands, we and our products are increasingly visible on the market. This has resulted in significantly increased interest in our company and products, and in particular in the issue of where and under what conditions our products are produced and the environmental impact of the production processes.

We currently work together with a great many producers who manufacture our shoes worldwide. The majority of our production takes place in Asia. The different cultural and statutory conditions of the producing countries must therefore be taken into account when assessing the social and environmental standards.

However, as well as the socio-cultural differences, there are also many universal standards which have to apply to all our production locations. These are explained below:

SOCIAL RESPONSIBILITY.

It is important to us that work in our production plants is carried out in a sustainable and socially acceptable way. All of our producers must adhere to the following values and principles, based on the BSCI code of behaviour:



NO FORCED LABOUR

No slave labour or other form of forced labour may be used in our production plants at any time. The use of physical punishment is forbidden.



NO DISCRIMINATION

Our producers may never discriminate against staff due to their sex, religion, nationality or any other personal characteristic, neither in employment, promotion nor payment.



NO CHILD LABOUR

Our partners are strictly forbidden from using child labour. Any exploitation of children is therefore forbidden. The rights of young employees must also be protected.



FAIR WAGES

The production plants must provide fair payment which guarantees the workers a secure livelihood. In most countries, this is regulated by a statutory minimum wage; otherwise industry standards shall apply.



SAFETY AT WORK

Clear rules for ensuring health and safety in the workplace apply in the production plants. These include fire drills and protection from chemical substances.



WORKING HOURS

Compliance with legal and contractual working hours is a key aspect of our corporate responsibility within the supply chain. Monitoring is carried out by internal auditors and international audit companies.



FREEDOM OF ASSEMBLY AND THE RIGHT TO COL- LECTIVE BARGAINING

The right of all employees to found and belong to a trade union and to collective bargaining shall be adhered to. In countries in which these rights are limited, alternative options must be found for the employees. It must be ensured that employee representatives have access to the workplaces of their members.



ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

There is an anti-bribery and anti-corruption policy for each business area.