

Responsible Business Conduct Policy

The OLYMP Bezner Group (hereinafter: OLYMP) looks back on a long tradition as a family business that operates responsibly. As a globally active company, OLYMP also bears global responsibility. The recognition of and respect for human rights have always been of key importance for us. This policy expresses our traditional values as well as our responsibility. We are committed to the implementation of human and labour rights – both at our headquarters in Bietigheim-Bissingen and globally – thereby improving living and working conditions at OLYMP and in our supply chains. Our commitment considers any adverse impact on people or the environment that we cause, contribute to or which we are directly associated with.

Our approach to implementing and managing human rights is aligned with the Guiding Principles on Business and Human Rights (UNGP). In terms of content, our approach is based in particular on the following international standards and frameworks:

- United Nations Universal Declaration of Human Rights (UN-UDHR)
- Conventions and Recommendations of the International Labour Organisation (ILO)
- United Nations Convention on the Rights of the Child (UN-CNC)
- United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN-CEDAW)
- Guidelines for Multinational Enterprises by the Organisation for Economic Cooperation and Development (OECD)

We set priorities: Our risk analysis.

We recognise that human rights due diligence is an ongoing process. For this reason, we regularly analyse our own business activities and relationships to identify potential risks and actual violations. In doing so, we analyse where the greatest human rights and environmental risks are located, and prioritise them accordingly. This enables us to generate suitable measures to eliminate or mitigate these risks.

Via our risk analysis, we account for those human rights risks that have the most serious impact on people and the environment and are caused by our business conduct and the products.

Thereby, we focus on our own employees as well as the people in our supply chains. We acknowledge and respect the diversity of the individuals inside and outside of OLYMP. We value their potential and promote it. Although OLYMP's product portfolio is predominantly targeted at a male clientele, women make a significant contribution to the success of every part of our value chain, from the cotton fields to the point of sale. We treat all the people we work with properly and fairly – regardless of their gender identity.

To live up to our commitment for human and workers' rights, we have implemented clear guidelines and actions. These form the basis of our daily conduct and do not only take into account our own employees and workers in our supply chains, but also our suppliers, service providers and customers, and thus our entire business activity.

We create transparency and commit to cooperating with other companies and institutions in risk analysis and remediation where necessary.

We act according to clear guidelines: For people.

We acknowledge and respect our employees' human rights. OLYMP's success is not only based on the quality of our products but especially on the dedication and expertise of our employees. We base all our actions on the premise of togetherness. We create a climate of mutual respect, trust and appreciation.

We are also clearly committed to respecting and promoting human rights throughout our supply chain. To this end, we have obliged ourselves to implementing the Fair Wear Code of Labour Practices.

Our requirements for our business partners are set out in our OLYMP Code of Conduct. In it, we commit ourselves and those we work with to the following principles:

- Fair employment relationships through legally binding employment contracts as well as unambiguous terms and conditions in employment contracts
- Prohibiting child labour and guaranteeing special protection for young workers
- Prohibiting forced and compulsory labour
- Fair remuneration and equal pay for equal work
- Reasonable working hours
- The right to freedom of association and collective bargaining
- Promoting diversity and inclusion, and prohibiting any form of discrimination based on and inter alia gender identity, ethnicity, skin colour, religion, social and national origin, political views, language, age, disability or sexual orientation
- Prohibiting gender-based violence or harassment, including sexual harassment
- Ensuring and promoting health and safe working conditions, and access to services that meet basic needs
- Respecting and protecting the privacy of every individual, and the confidentiality of their personal data

Based on the risks identified, we take special care to protect the following rights:

- We consider child and forced labour, as well as situations that directly threaten the life and limb of employees, as most severe risks.
- Freedom of association leads to improvements in all workers' rights. When these rights are upheld, there is higher compliance with almost all other social standards. Social dialogue can lead to greater stability, equity, productivity and more sustainable business growth. For this reason, we are proactively committed to strengthening social dialogue in our supply chain, for instance by favouring countries and suppliers in our sourcing strategy that allow employees to form or join a trade union and/or bargain collectively.

Our pricing is based on the principle of fairness. We strive for living wages, gender-independent pay equality and a fair distribution of income and wealth. We are thus also committed to responsible purchasing practices. In doing so, we are guided by the five principles of the "Common Framework for Responsible Purchasing (CFPP)".

OLYMP's Privacy Policy provides adequate safeguards for the sharing of employees', customers' and suppliers' personal data. OLYMP's data protection management ensures compliance with the relevant data protection regulations.

We act according to clear guidelines: For the environment.

We take our environmental responsibility – the protection of the environment and climate – seriously by complying with applicable legal requirements and recognised standards. Thereby, we undertake reasonable efforts to continuously reduce the negative impact of our business activities on the environment and climate.

We have taken the following measures – based on legal and internationally recognised standards – covering, among others, the following topics:

- Professional and responsible handling of hazardous substances and other chemicals as well as waste, including their correct disposal
- Efforts to reduce or avoid waste and minimise emissions from business operations (e.g. waste water, exhaust air, noise, greenhouse gases)
- Conservation of natural resources, for example through measures to save water, chemicals and other raw materials
- Efforts to increase energy efficiency and the percentage of green or renewable energies at our company locations. We will expand these efforts also to our supply chain
- Promoting the use of low-carbon and other climate and environmentally friendly technologies, processes, raw materials and products

We comply with our requirements: Our initiatives

We derive appropriate measures for the risk areas actually identified, with the intention to improve their status quo and to prevent them from arising.

We regularly work with the following programmes:

- We design the processes at OLYMP headquarters in a resource-conserving way and take extensive measures to save energy and minimise our greenhouse gas emissions. OLYMP is climate-neutral by offsetting the remaining emissions at our company headquarters in Bietigheim-Bissingen. We intend to continue this success in the coming years based on a credible corporate carbon footprint.
- With regard to social compliance in the supply chain, we monitor their implementation with the iMPACT Programme and initiate corresponding improvement measures and training courses.
- We are gradually eliminating environmentally harmful and hazardous chemicals from our supply chain. In the future, we will also monitor the use of clean and safe chemicals closely.
- OLYMP is also committed to avoiding any harmful environmental impact from the raw materials and other materials we use, and to saving resources. We pursue this goal systematically within the framework of the OLYMP GREEN CHOICE concept aiming at more sustainable products.

Nobody is perfect – neither are we.

Despite great care for human rights, we are aware that violations may still occur. For this reason, we see the setting up of complaints mechanisms as essential, on the one hand as an indicator for recording risks and, on the other, to detect actual violations where they occur and to initiate countermeasures.

We offer our employees the "OLYMP Whistleblower Reporting Channel" for reporting legal and compliance violations. Here, violations of applicable laws, committed by OLYMP or OLYMP's employees, can be reported securely – and, if desired, without disclosing the identity of the whistleblower. The complaints are filed directly to an external lawyer who represents OLYMP as an ombudsman.

In the course of our membership in the multi-stakeholder organisation Fair Wear, the majority of our supply chain already has an established complaints system in place. Stakeholders may contact the independent complaints mechanism by phone or email, and mostly in their local language (complaints@fairwear.org). However,

we remain committed to finding an industry wide solution that will allow greater access to grievance mechanisms.

Stakeholders and those interested can contact us directly via the address responsibility@olymp.com

We report on our progress

With our sustainability pledge, we set the bar higher for ourselves than it is legally required. We have already achieved good results in some areas. In others, we know where there is room for improvement and we are well on our way.

That is why we report annually on our human rights due diligence process and provide further information on focus areas and business-specific risks or measures.

The world and our market environment are constantly changing. Hence, we continuously review our risk assessment and actions. We also regularly review our processes, this policy and communication, and adapt them to changing circumstances when required. For example, we are continuously working to report even more transparently on our risks and actions.

Responsibility for the implementation of and compliance with this statement lies with our internal "Working Group on the German Supply Chain Act", which discusses and deals with relevant topics in regular consultation with management.

This OLYMP policy was adopted by management in December 2022.



Mark Bezner

Owner and CEO of OLYMP Bezner KG