



**Statement covering the UK Modern Slavery Act 2015 and
Canada's Forced and Child Labour in Supply Chains Act 2023
[Financial Year 2023]**

Scope of this statement

This statement relates primarily to OLYMP Bezner KG, which is the central organisation in the "OLYMP Group". If individual items within the statement include other business units in addition to OLYMP Bezner KG, this is highlighted accordingly. The business activities of OLYMP Bezner KG include design, product development and procurement for its OLYMP, OLYMP SIGNATURE and MARVELIS brands and the OLYMP Corporate Fashion range as well as various private labels. It also takes care of all administrative and logistical tasks centrally. OLYMP Bezner KG is therefore the central organisation within the "OLYMP Group". With OLYMP Retail KG and its subsidiaries, OLYMP has also operated as a clothing retailer since the end of the 1990's. Other important sales units are OLYMP Digital KG and MARVELIS KG.

The Group is made up of several independent companies that are connected to each other primarily through their close business relationships and their ownership structures.

This statement relates to the financial year corresponding to the calendar year and covers the period from 1 January 2023 to 31 December 2023.

This statement will focus on compliance with the UK Modern Slavery Act, 2015 and the Canada Forced and Child Labour in Supply Chains Act, 2023.

The following statement is made by the management board of OLYMP Bezner KG.

Statement on Forced and Child Labour

As a globally active company, OLYMP bears global responsibility. The recognition of and respect for human rights have always been of key importance for us. 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. We commit to strengthening human rights as well as preventing violations. Our [Responsible Business Conduct Policy](#) expresses our traditional values as well as our responsibility.

Slavery is a crime and is a violation of fundamental human rights. It can appear in various forms and includes bonded, forced and compulsory labour and human trafficking. (Modern) Slavery presents a serious global challenge from which the globally networked supply chains of OLYMP products must be diligently protected. Any form of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom is equally unacceptable regardless of the circumstances.

Children under the age of 18 are not allowed to perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety, or morals. There shall be no use of child labour in the OLYMP supply chain. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years.

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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.

Within the context of its social due diligence OLYMP follows the risk classification of production countries by Fair Wear. As per its low risk policy, currently all present member states of the European Union (EU) except Italy, Bulgaria and Romania, which means 25 member states, as well as member states of the European Free Trade Association (EFTA) including Iceland, Liechtenstein, Norway and Switzerland are considered 'low-risk countries'. This means that they do not need to be audited but are still part of the monitoring program.

Nonetheless, we update and modify our risk analysis for the assembling stage, regularly. However, we understand that it is an ongoing process to further strengthen our human rights due diligence by linking the different elements of our product and country-specific risk assessments more strongly. We aim at a complete integration to ensure an on-going and continuous risk assessment that is regularly updated.

We recognise that responsibility for human rights due diligence cannot currently be ensured in Xinjiang Uyghur Autonomous Region due to the intervention of the Chinese government. Please refer to chapter "Due Diligence at OLYMP" for more information.

Due Diligence at OLYMP

Transparency promotes accountability and is a crucial step towards a systemic change. Sharing relevant information enhances the efficiency and effectiveness of corporate responsibility and is hence the starting point in the business relationship with OLYMP. For all direct business partners, the disclosure of the supply chain from spinning to finishing is mandatory. Production facilities must be pre-approved by OLYMP prior to production and of sample processes.

OLYMP has already been working with the internationally highly respected SA8000 Standard of Social Accountability International since 2006 and joined the amfori Business Social Compliance Initiative (BSCI) in 2008. With the accession of OLYMP to the Multi-Stakeholder Initiative Fair Wear Foundation in 2021, OLYMP has taken the next step towards sustainability and the elimination of modern slavery and child labour. All organisations have firmly entrenched the rejection of and precarious employment as well as child labour in their codes of conduct.

As a Fair Wear member OLYMP sends out a clear message that it will not tolerate any form of slavery or human trafficking, not even to a minimal extent by obligating all its production partners to comply with the Fair Wear's Code of Labour Practice. This applies equally to child labour.

In addition, Fair Wear's system and the OLYMP iMPACT Program, our social monitoring program, serve to identify these and other issues at an early stage and to monitor them along the supply chain.

OLYMP has prioritised the manufacturers of ready-made clothes in particular, as the processes carried out at this supply chain level are labour-intensive and consequently more people are likely to be affected by social grievances. All manufacturers in this production level are under social monitoring.

Furthermore, OLYMP's most important fabric suppliers, meeting around 95 percent of our annual fabric needs, possess verified evidence of their adherence to social standards.

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Our requirements for social standards are communicated to our suppliers through our code of conduct. These principles also apply in the indirect supply chain, as OLYMP does not source cotton and other raw materials itself but rather in cooperation with our fabric manufacturers. Therefore, when we started designing the spring collection 2023 we agreed by contract with our fabric suppliers that we would no longer source cotton from the autonomous Chinese region Xinjiang. The challenges relating to forced and compulsory labour can however not be fully resolved by contractual agreements. To this end, we have started pilot projects on supply chain traceability and isotope analysis to verify the origin of the cotton. However, our social monitoring system has not shown any confirmed case of modern slavery.

In 2023, we have not identified any case of child labour at our CMT factories. All of those factories have policies on child labour including the protection of young workers. There are detailed hiring policies and procedures available. Furthermore, Audits, certifications and OLYMP visits have shown that the youngest workers in factories are at least 18 years old. We continue to check on policies and processes with the help of the iMPACT Program audit and visits by the Corporate Responsibility Department. For the unlikely event of an occurrence of child labour, we have set up a Child Labour Emergency Procedure.

Grievance Mechanisms

When garment workers feel that their rights are being violated or when others see this happen, they can file a complaint via the Fair Wear complaint mechanism, as well as the complaint mechanism provided by the International Accord in Bangladesh. This is done through a complaints handler. The complaints handler speaks the local language, which allows workers to comfortably and effectively voice their concerns. When a complaint is filed, Fair Wear or the International Accord immediately informs the member brand(s) and launches an investigation. If the investigation shows that the complaint is grounded — i.e. evidence was found in support of the complaint — Fair Wear requires the member brand to work together with the factory to fix the problem.

During iMPACT Program Audits and factory visits we distribute Worker Information Cards to workers to inform them about the Fair Wear complaints mechanism.

No complaint has been filed via this channel in 2023.

In addition, we provide information on our website and in our Responsible Business Conduct Policy about the complaints mechanism. There were no complaints in 2023 via this channel.

Looking forward

We want to further ensure that a robust modern slavery escalation process as well as a child labour emergency process is in place for dealing with any modern slavery and/or child labour reports we receive and collaborate with experts as required for advice.

We want to continue to collaborate with external modern slavery and child labour experts to expand awareness-raising and training programmes on modern slavery for colleagues and suppliers.

For more information on our sustainability management as well as our sourcing strategy & pricing, production cycle and sourcing decisions, etc., please refer to our [2023 Sustainability Report](#). For more information on our general Human Rights Due Diligence and social monitoring approach, including their continuous improvement with regard to their effectiveness please refer to our [Human Rights Due Diligence Report 2023](#).

The Human Rights Due Diligence report also contains a precise description of the audit activities in the financial year 2023 as well as the ensuing status of the audit results. At this point it must be emphasised that none

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of the audits carried out in 2023 have shown any evidence of any type of modern slavery or human trafficking or abuse of child labour. Hence the financial year 2023 falls into line with the results to date.

Regardless of this positive result, OLYMP is convinced that exchange with various stakeholders especially with regard to modern slavery and human trafficking as well as child labour is of great importance.

As a Fair Wear member, OLYMP Bezner KG is part of an industry-wide network where all participants can learn and benefit from an active exchange of experiences. In addition, Fair Wear interacts with various stakeholder groups and supports its members by informing them about relevant developments and new challenges. Based on this, it provides assistance so that all relevant requirements can be met.



Mark Bezner

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