



DELTEX[®]

Human Rights Mission Statement

June 2021 / Version 1.0

For more than 30 years, DELTEX has been active as a family business in clothing production. The globally acting textile industry requires a credible assumption of corporate responsibility towards customers, employees, business partners and the environment. For this reason, DELTEX is committed to respecting human rights in its own operations and in its global supply and value chain and to prevent human rights abuses.

DELTEX aligns its business activities with the following internationally valid standards and guidelines:

- The Universal Declaration of Human Rights of the United Nations (UN)
- The ILO Core Labor Standards
- The UN Guiding Principles on Business and Human Rights (UNGPR)
- The Children's Rights and Business Principles
- And the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises

The international conventions and principles are anchored in the company's own set of rules, the DELTEX Sustainability Requirements (DSR) and the DELTEX Code of Conduct. They form the basis for the cooperation of all employees and business partners.

By signing the DSR, our business partners commit to comply with all requirements, such as health and safety in the workplace, the prohibition of child labor or forced labor, protection against discrimination, the recognition of trade union rights, and compensation.

To ensure this, we conduct training on DSR requirements for our production facilities and check implementation through internal audits. For this purpose, DELTEX has a dedicated and experienced sustainability team in Germany, Bangladesh, China, and Myanmar, which works in close exchange with each other, across departments and with the production facilities.

Our goal is to promote more sustainability in the production countries. However, in addition to our own responsibility, we also see the need to contribute to sustainable development together with relevant stakeholders. For this reason, we are a member of the Business Social Compliance Initiative (BSCI) and the Bangladesh Accord for Fire Safety and Building Safety. DELTEX identifies the risks and impacts of its operations on human rights and prioritizes those areas where we identify risks for potential human rights violations. In this way we seek to mitigate the undesirable impacts of our business activities through various measures, such as the training of employees, business partners and the alignment of business strategies.

To identify adverse human rights impacts DELTEX has a grievance mechanism. In this way, negative developments can be identified at an early stage and measures can be taken to remedy them. Both internal and external complaints are reviewed, tracked, and resolved through a systematic process.

DELTEX's sustainability team is responsible for ensuring compliance with this Human Rights Mission Statement, while DELTEX's management team monitors the operational implementation of the principles. In doing so, we are aware that the implementation of human rights due diligence

is a continuous development process. For this reason, we regularly review our Human Rights Mission Statement and business strategies and strive for continuous improvement.

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