

GREIFF

Declaration of Principles on Social Responsibility and Sustainability (RPC Policy)

Compliance with ethical standards:

GREIFF is committed to its social responsibility, regardless of whether it develops its economic activities in Germany, Europe or other parts of the world. We are committed to upholding ethnic standards in all business activities and ensuring that all employees, suppliers and partners also respect these standards. Our goal is to implement holistic sustainability into our value chain. GREIFF sets high standards for itself, its employees and business partners in order to offer textiles that are harmless to human and environmental toxicology and manufactured under fair working conditions. In order to achieve its ambitious goals, GREIFF relies on cooperation, for example as a member of associations such as the Fair Wear Foundation, the Alliance for Sustainable Textiles or MaxTex. In addition, GREIFF's sustainable commitment is characterized by its own capacity development projects in production countries and a systematic approach to sustainable procurement.

The implementation of Human Rights Due Diligence (HRDD) at GREIFF starts with identifying potential risks for human rights violations in the supply chain. This includes reviewing working conditions at suppliers, assessing risks related to forced labor, child labor and discrimination, and engaging stakeholders such as worker representatives and NGOs.

After identifying risks, it is important to take action to minimize or eliminate these risks. This may include training for suppliers, on-site audits, developing codes of conduct and establishing grievance mechanisms.

The Fair Wear Foundation provides us with support in implementing HRDD through training, resources and tools to monitor and improve working conditions in the supply chain. By working with FWF and complying with the standards, GREIFF can ensure that we offer ethically produced clothing and make a positive contribution to promoting human rights.

Overall, the implementation of HRDD at GREIFF is an important step towards responsible business practice and ensuring fair working conditions for everyone involved in the supply chain.

VALUES THAT WE LIVE BY. GREIFF SUITS.

HUMANITY

We treat everyone as equals, with respect and understanding. We recognise the different circumstances of GREIFF employees, our customers and partners. Everyone participates because everyone is valuable!



GREIFF

➤ QUALITY

Good products and excellent service make us proud. This applies to our own performance and that of our partners. We all contribute to quality.

➤ PASSION

We love what we do. Both small and big ideas are important for our success. We creatively shape our everyday lives and our future.

➤ TRUST

A high level of expertise, personalised advice and excellent service are a matter of course for us. Customers, partners and GREIFF employees are our friends. We listen, we talk to each other and we develop solutions together.

➤ SUSTAINABILITY

We consider every aspect of our work from the perspective of sustainability: resources are finite; we use them responsibly. Our products are sustainable and are manufactured under fair conditions - at our Bamberg site and worldwide.

Fair working conditions

ILO core labor standards & membership of the Fair Wear Foundation

GREIFF is committed to social justice and advocates for fair working conditions, equal opportunities and diversity in the workplace. We require all business partners along the entire textile supply chain to comply with the core labor standards of the International Labor Organization (ILO), the United Nations (UN) Declaration of Human Rights, the Global Compact and the OECD Guidelines for Multinational Companies. The GREIFF Code of Conduct, based on the ILO core labor standards, forms the basis for all supplier relationships. It is mandatory for suppliers to display the Code of Labor Practices (FWF) in the local language in order to inform all employees in the production facilities about their rights.

GREIFF has been a member of the Fair Wear Foundation (FWF) since the beginning of 2015. In order to meet the requirements of the FWF, GREIFF relies on a partnership approach and is in close contact with its suppliers. We have implemented a monitoring system that consists of sophisticated external audits and internal review mechanisms. This system is supplemented by training measures, such as supplier training on the Code of Labor Practice.

GREIFF is committed to striving at all times in all business activities to neither cause nor contribute to human rights violations.

These include:

➤ Appropriate compensation

ILO Conventions 26, 100, 102 and 131 apply



GREIFF

- **Gender equality**
ILO Conventions 100, 111, 183 and 190 apply
- **Eliminate violence and harassment in the workplace**
ILO Convention 190 applies
- **Prohibition of forced labor**
ILO Conventions 29 and 125 apply
- **No discrimination**
The ILO Conventions 100, 111, 143, 158, 159 and 183 apply
- **Prohibition of child labor**
ILO Conventions 138, 79, 142, 182 and ILO Recommendation 146 apply
- **Right to freedom of association and collective bargaining**
The ILO Conventions 87, 98, 135, 154 and ILO Recommendation 143 apply
- **Reasonable working hours**
ILO Conventions 1 and 14 as well as ILO Recommendation 116 apply
- **Safe and health-friendly working conditions**
ILO Conventions 155 and ILO Recommendation 164 apply
- **A legally binding employment relationship**

Sustainable supply chains, production & products

Requirements for sustainability and support for suppliers

The GREIFF Sustainability Guideline for Ecology and Social Standards defines concrete requirements for sustainable raw materials, production and transport. The demanding self-imposed social and ecological requirements and goals of the Sustainability Directive go far beyond the applicable legal requirements. For example, all suppliers are requested to only use chemicals in the production process that are compliant with the ZDHC-MRSL. The Manufacturing Restricted Substances List (MRSL) of the Zero Discharge of Hazardous Chemicals Initiative (ZDHC) defines harmful substances that may not be used in production. To support suppliers in successfully implementing the ambitious requirements of the Sustainability Directive, GREIFF has developed manuals with best practice recommendations, which are made available to suppliers. In addition, all NOS items delivered to GREIFF as well as raw materials and finished end products must comply with the regulations of STANDARD 100 by OEKO TEX.

In addition, GREIFF sets demanding requirements for the raw material cotton, for example a large part of the GREIFF GASTRO collections is 100% Fairtrade certified. GREIFF has been certified by the Green Button meta seal since 2020. The GREIFF CARE collection is the first Green Button certified care clothing.



GREIFF

Ecological responsibility and environmental protection

GREIFF is committed to minimizing environmental impacts by using resource-saving materials, reducing waste and promoting environmentally friendly production methods. We strive to reduce our CO² emissions and implement sustainable sourcing practices.

Transparency – myGREIFF code

GREIFF values open communication and transparency towards employees, customers, suppliers and all other stakeholders. We are committed to communicating transparently about our business practices and regularly reporting on our progress in social and environmental responsibility. For us, transparency is a very important concern. That's why the myGREIFF code was developed, with the help of which our customers can understand the entire manufacturing process of a GREIFF product from the fiber to the finished part. Comprehensive information about all stages of production is provided, for example where the product's raw materials come from and where they were further processed. In the next few years, this information should not only be made available at the country level, but should also be made transparent and more clearly illustrated for each production facility. In the future, information will also be provided about the FWF audits in the production facilities as well as certifications of the partners in the manufacturing process. <https://www.mygreiff.de/>

Continuous improvement

GREIFF continually strives to improve its processes and strengthen our social and environmental responsibility. We set goals for the future and regularly review our progress to ensure we are meeting our commitments. We carry out regular risk analysis for our own supply chain in order to identify risks at an early stage. We analyze and evaluate the risks, act immediately and take appropriate measures. GREIFF takes any violation of this policy statement seriously and allows its stakeholders to confidentially report any violations via the following contact: beschwerde@greiff.de.

By implementing our policy statement, we want to ensure that as a manufacturer of workwear we can make a positive contribution to society and build long-term relationships with our customers and partners.

Synergies - Membership Textile Alliance & MaxTex

By joining the Alliance for Sustainable Textiles in mid-2015, GREIFF is setting another example for transparency and sustainability.

The aim of the alliance is to achieve social, ecological and economic improvements throughout the entire textile supply chain.



GREIFF

Cooperation and partnership is a fundamental pillar in GREIFF's sustainability strategy. That's why GREIFF, together with other companies, founded MaxTex - network for sustainable textiles. The international association of different stakeholders in the textile supply chain drives sustainability in the industry.



Bamberg, September 1, 2024

Jens Möller
Managing Director
GREIFF Mode GmbH & Co. KG

A handwritten signature in blue ink that reads "Jens Möller". The signature is fluid and cursive.

