



SUSTAINABLE FOR TOMORROW.

POLICY STATEMENT

INSPIRED BY YOUR JOB.



HUMAN RIGHTS & ENVIRONMENTAL OBLIGATIONS

POLICY STATEMENT

INTRODUCTION

We, Paul H. Kübler Bekleidungswerk GmbH & Co. KG, recognise our social responsibility. Driven by our responsible awareness of social, ecological and economic organisation of the entire supply chain, we face the challenges of an increasingly networked and global economy.

SUSTAINABILITY

We are aware of our responsibility to society and the environment, and are convinced that in the future we can only be successful if we take this awareness into consideration in all our actions.

The safety of people and the protection of natural resources are very important to us. For this reason, we place great value on the environmental friendliness of our products and their manufacturing process. We therefore pledge to protect and avoid damaging the environment, and to continuously improve our quality and environmental management system. It goes without saying that we comply with our binding commitments and the requirements we have imposed upon ourself.

We have already laid important foundations for sustainable business practices over the last few years. Since 2015 we have adopted a CODE OF CONDUCT, are DIN EN ISO 9001:2015 and DIN EN ISO 14001:2015 certified by TÜV-Rheinland, are a member of AMFORI BSCI, have implemented the SUPPORTING FAIRTRADE COTTON sustainability concept and almost all of our products fulfil STANDARD 100 by OEKO-TEX®. We are also a member of the German fashion association, GERMAN-FASHION MODEVERBAND DEUTSCHLAND E.V. and have pledged to adhere to their Code of Conduct. As a member of MAXTEX, we work together to promote sustainable action along the entire supply chain.

We pledge to implement and improve human rights, employment standards, social standards and ecological standards in the commercial supply chain. To do so we follow the internationally recognised principles for the protection of human rights and employment rights, as expressed in the United Nations Universal Declaration of Human Rights, the Core Labour Standards of the ILO, the UN Guiding Principles for Human Rights and Business, and the OECD Guidelines for Multinational Enterprises. In addition, we support international agreements regarding the protection of the environment. We pay particular attention to the human rights risks in our procurement countries and vulnerable groups such as women, children, indigenous peoples, minorities, migrants and people with disabilities when analysing the risks and our integrated actions.

The systematic, regular analysis and identification of risks allows us to pursue our goal to reduce and avoid negative effects on humans and the environment.

With the following measures, we actively act against the actual negative impacts in our supply chain:

Fair labour and trade relations, long-term cooperation and a continuous exchange with our production plants, other business partners and our customers is essential for our actions | We visit our production plants regularly. This is the basis of a joint cooperation. Our Code of Conduct is signed by our producers and displayed in their production facilities so that employees can contact us directly in the event of complaints | As we are a member of the amfori BSCI industry initiative, regular BSCI auditing is a mandatory minimum requirement for our production facilities. In this regard, we actively support our producers and accompany them in the follow-up of any measures that arise. If a supplier can no longer meet this requirement, an exit strategy is pursued to delist the supplier | In addition, we create incentives by sharing the costs of certifications for our suppliers and production facilities.

We see our mission statement as informal, open, honest and appreciative.

We always treat our colleagues, customers, partners and suppliers with mutual respect. We recognise the importance of cultural diversity, and appreciate different values and standards. Our company is enriched by employees of various nationalities. We believe that fair, trustworthy collaboration should be self-evident. Our values are RESPECT, DEVELOPMENT, SAFETY and RESPONSIBILITY.

We pledge to always use responsible procurement practices along our supply chain. We follow the UN Guiding Principles and the OECD Guidelines to fulfil the duty of care to promote responsible supply chains in the fashion industry. Our particular objective is to prevent, reduce or make amends for the following risks: Child labour | Discrimination, sexual harassment, gender-based violence | Compulsory labour | Working time, overtime | Occupational health & safety | Freedom of association and the right of collective bargaining | Minimum wage | Living wage | Hazardous chemicals | Water consumption and pollution | Greenhouse gas emissions | Corruption and bribery

Further information about these areas can be found in our [CODE OF CONDUCT](#).

RESPECTING HUMAN RIGHTS

Protecting human rights is the duty of the respective countries in which we do business. We respect human rights in order to support the duty of countries to enforce human rights in their territories. We avoid activities that curtail the human rights of others. In order to comply with the responsibility of respecting human rights, we exercise due diligence in this area with regard to the risk of serious human rights implications, and the type and context of the business activity. Due diligence includes methods of determining, avoiding, mitigating and, if applicable, rectifying potential and actual adverse implications upon human rights and extends to adverse implications upon human rights that we ourselves have caused, contributed to or are directly connected to our business activities, products or services due to our business relationships.

We maintain close contact with our suppliers to comply with our company's due diligence obligations regarding human rights. When acting, our employees comply with reliable sources, such as the OECD Guidelines for the Garment Sector, as well as on the basis of a comprehensive risk assessment carried out at Federal State level. In doing so, we examine Federal State risks, supplier risks and risks resulting from our own business activities and purchasing policies. We also are advised by external experts, such as the hessnatur foundation.

For identified risks and actual negative implications we use a roadmap which aims to mitigate, reduce, or eliminate them.

We openly report on all challenges and successes which have affected our sustainability concept in our Sustainability Report.

EXPECTATIONS AND OBLIGATIONS

We expect our employees and partners to comply with human rights and environmental obligations that were determined as part of the risk analysis. Our suppliers are only permitted to use subcontractors after prior consultation and in observance with defined principles. We also strive for the greatest possible level of transparency here.

IMPLEMENTATION AND ENFORCEMENT

The content of this Policy Statement can be publicly found on our website. It is displayed on the bulletin board for our employees and a copy is sent to our partners by post or electronically. All stakeholders should understand that compliance with this Policy Statement must be guaranteed.

We observe the Policy Statement in our own actions and also expect our business partners to apply it accordingly. We support our suppliers in organising their side of the supply chain so that human rights and employee rights are observed, and that working conditions are continually improved.

In terms of good corporate governance, we anchor the principles of responsible corporate governance in our strategic and operational management systems. We have created digitalisation and sustainability staff positions within the company to guarantee compliance with our commercial due diligence obligations.

This Policy Statement and all further measures coming under due diligence management are approved and signed by the Management Board.

The hessnatur foundation has assisted us in implementing our sustainability strategies.

We are aware that external influences and changing business activities may change the risks involved. We therefore continually monitor and update the risk assessment and the measures that are necessary as part of due diligence management. This allows us to continually evolve our sustainability management.

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Plüderhausen, 30/06/2022



A handwritten signature in black ink, reading 'Michael Stiegert', is written over a horizontal line.

Michael Stiegert
General Manager

Supplier



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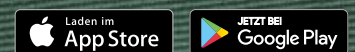
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