



Declaration of Principles on Human Rights

Atair GmbH is committed to respecting human rights on the basis of the United Nations Guiding Principles on Business and Human Rights. We recognise that companies are responsible for respecting human rights in their global supply and value chains and for preventing violations of human rights, while it is the duty of the state to protect human rights.

We are aware of this corporate responsibility and integrated our commitment for human rights in our business practices many years ago. We comply with the following international standards and guidelines in all our entrepreneurial activities:

- The Universal Declaration of Human Rights of the United Nations (UN)
- The United Nations Guiding Principles on Business and Human Rights (UNGPR)
- The International Labour Organisation (ILO) Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy (MNE Declaration)
- The International Labour Organisation (ILO) conventions and recommendations on labour and social standards
- The United Nations Convention on Children's Rights (CNC)
- The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- The Organisation for Economic Cooperation and Development (OECD) Guiding Principles for Multinational Enterprises

In summary, Atair GmbH is exposed to the following potential risks in terms of its social responsibility: child labour, forced labour, discrimination, working hours / overtime, occupational safety, freedom of association, collective bargaining, minimum wages as well as bribery and corruption. We are aware that certain groups, such as women, Chinese migrant workers and / or Roma in Italian textile production, as well as LGBT people in Chinese and Turkish textile production and Syrian refugees in Turkish textile production, may be at greater risk. In the future, we would like to further expand the dialogue with local stakeholders and those potentially affected where we identify particular risks for human rights violations. Our goal is to prevent or mitigate the impact of the risks we have identified and prioritised through various measures. This includes, among other things, the appropriate alignment of our management and purchasing practices as well as the sensitisation and training of relevant employees, suppliers and business partners. Where our ability to exert influence is limited, we enter into cooperation with other stakeholders. These include, for example, industry or multi-stakeholder initiatives. Complaint mechanisms are a suitable means of identifying adverse impacts at an early stage.

The essential international conventions and principles are bindingly specified in the Social Code of Conduct (SCoC) and form the basis of our activities on all corporate levels of Atair GmbH. Our SCoC is based on the Business Social Compliance Initiative (BSCI), in which Atair GmbH has been a member since 2005. All of our producers must be certified according to the BSCI and undergo audits on an annual basis. The SCoC applies also to all members of Atair GmbH and provides for the conduct with business partners and customers. We encourage and support our employees in complying with their due diligence and avoiding negative effects.



All our business partners must accept the minimum requirements contained therein and ensure the implementation of these standards along their own supply chain. In our minimum standard and also in our purchasing contract it is stated that every supplier of Atair GmbH must have a valid BSCI certification.

Our access to the BSCI Platform gives us an overview of the status, result and contents of the audits in production, at any time, and allows us to react immediately to any non-compliances and to arrange subsequent audits.

Atair GmbH has implemented a complaints management which ensures that we will immediately be informed about any violations of the SCoC. In the event of a breach of the SCoC, Atair GmbH acts at the managing director level and works out a compensation for the injured party based on the situation. Employees working in the productions we use, are able to send anonymous complaints to a specifically established email address csr@atair.de or to contact us by post.

We have not yet received any complaints in 2023

For further risk mitigation, our Terms and Conditions of Purchase commit any producer considering to engage a subcontractor to obtain a prior written release from Atair GmbH and to file the applicable Oeko-Tex Standard 100 certificate as well as a valid BSCI audit report of such subcontractor.

With our commitment and by developing and implementing innovative programmes together with all relevant actors, we wish to achieve improvements both in the countries where we produce and on a local level.

We will continue our commitment for the respect of and compliance with human rights also in the future.

Steinfurt, this 16 November 2023

A handwritten signature in blue ink, appearing to read "M.B.-S.", written over a horizontal dashed line.

Maren Baumbach-Sim
Managing Director/CFO

A handwritten signature in blue ink, appearing to read "J.B.", written over a horizontal dashed line.

Jan Baumbach
Managing Director/CSO