



## policy statement

textilhandel-cotton-n-more GmbH is a responsibly operating company and has been linking economic goals with responsibility for people and nature for more than 12 years.

This policy statement is intended to express our values and our responsibility. Especially in a resource-intensive industry such as the textile industry, we are aware of our social and ecological responsibility. Respect for all international human rights as well as sustainable and environmentally friendly actions contribute significantly to the success of our company.

We are guided by the following international standards and human rights conventions:

- Conventions and Recommendations of the International Labour Organization ([ILO.org](https://www.ilo.org))
- United Nations Convention on the Rights of the Child ([ohchr.org/en](https://www.ohchr.org/en))
- United Nations Convention on the Elimination of All Forms of Discrimination against Women ([ohchr.org/en/women](https://www.ohchr.org/en/women))
- Guiding Principles for Business of the Organisation for Economic Co-operation and Development ([oecd-ilibrary.org](https://www.oecd-ilibrary.org)2023)

These international principles are anchored in our Code of Conduct and not only form the basis for the daily cooperation of all employees, business partners and suppliers, but also include employees in the supply chains, our service providers and our customers.

The requirements for our suppliers are also anchored via the implementation conditions described in the amfori BSCI Code of Conduct ([amfori.org/ENG](https://www.amfori.org/ENG)) and our Code of Conduct. This includes all social standards, environmental protection rules as well as occupational health and safety.

Internally, we have adopted purchasing guidelines that also put a special focus on sustainable and environmentally friendly actions. In particular, we review business activities and relationships and regularly analyze potential risks and violations in order to formulate appropriate measures. In this way, we can try to eliminate or at least reduce serious impacts on vulnerable stakeholders.

textilhandel-cotton-n-more GmbH is committed to equal opportunities and rejects any form of discrimination or harassment based on gender, ethnic origin, nationality, social origin, religion, age, disability, sexual orientation and identity or other legally protected characteristics.

With our annual risk analysis, we record the outstanding risks that may exist in the individual production countries. We have defined these as follows:

- Working hours/ overtime
- Lack of living wages
- No compliance with minimum wage laws
- Freedom of association, collective bargaining
- Child labour



- Forced labour
- Discrimination against minorities, gender-based violence
- Health and safety at work
- Corruption, bribery
- Chemicals management according to ZHDC ([roadmaptozero](#)) and blue sign RSL ([bluesign](#))
- Water pollution, water consumption
- Animal welfare

From this, we derive measures (catalogue of measures), that are intended to improve the initial state and also help to avoid risks of concern in prevention. A central point for us is the regular direct dialogue with our suppliers. We attach importance to the transfer of knowledge within the supply chain and encourage our suppliers in further training measures and certifications.

For us, living wages are an important part of creating a healthy life and decent working conditions, as well as reducing inequalities.

In addition, we support social and ecological projects outside our business activities.

textilhandel-cotton-n-more GmbH prohibits all suppliers from unauthorised subcontracting. Through a complaints management system, we ensure that employees can report violations at any time using an appropriate form so that appropriate countermeasures can be taken.

Due to the constantly changing market environment, we review and report transparently on risks and measures annually in our annual report. All employees at textilhandel cotton-n-more GmbH actively participate in the sustainability strategy, the code of conduct and the catalogue of measures.

All stakeholders always have access to the latest version.

March 2024

A handwritten signature in black ink, appearing to be 'MK', written over a horizontal line.

Date, signature of Marc Kuhn, Managing Director