



Compliance at KRIS FASHION  
GUIDELINES FOR RESPONSIBLE ACTION  
CODE OF CONDUCT

Our most important goal is that KRIS FASHION GmbH will continue to be recognized as a responsible and reliable company

We have been establishing our KRIS FASHION brand on the market for many years and we carefully build our partnerships. We attach great importance to the trust of our customers and the courtesy of all business partners.

For this reason, we want to do more than just adhere to the internal and statutory rules.

Justifying and building trust is one of the tasks of every single employee in our company. For this we have established a uniform and secure basis and the guidelines for responsible behavior - summarized in the KRIS FASHION - Code of Conduct.

The Code of Conduct applies to everyone to the same extent - for management and all employees worldwide. In this way we meet the social and our own requirements. In order to make responsible action an integral part of our daily work, we have also recorded a number of company guidelines. In this way we create a binding framework that helps us to achieve our goals and continue our success together.

We always keep an eye on the ethical aspects of both day-to-day business and street-based considerations. That is why it is important that every employee and everyone who re-presents Kris Fashion takes responsibility: for fair behavior, a human kind and the impact of his actions on the outside.

The behavioral code contains for all binding rules and creates a common understanding. The code regulates both the internal cooperation and the behavior towards external partners, such as customers and suppliers.

Compliance requires responsible action on the part of every individual and the role model of the managerial staff.

**Our guidelines for responsible behavior include the following principles:**

**1. Values and principles**

## **1.1 Compliance with the law**

KRIS FASHION expects its employees to comply with the legal regulations and the applicable legal systems as well as internal guidelines and agreements. Violations of the law must be avoided under all circumstances. It is therefore important that everyone knows the relevant legal regulations and internal guidelines for their area of responsibility. In addition to compliance with laws and regulations, compliance is ethical behavior that can create the basis for mutual trust.

## **1.2 Equal opportunities and perspective**

At KRIS FASHION, all employees have the same opportunities and are used, paid for and promoted solely on the basis of their skills and performance. We respect and respect human rights. Everyone has the protection of their personal dignity and privacy. Kris Fashion does not accept that a customer, an employee, a business partner or another is discriminated against.

## **1.3 Responsibility and role model**

Our company is well known. Therefore, every employee is required to pay attention to the company's reputation in society. Our managers must excel in exemplary personal behavior. You are responsible for ensuring that there are no violations of the law in your area of responsibility that could have been prevented by proper information and supervision.

## **2. Behavior in business operations**

### **2.1 Competition Law**

KRIS FASHION is committed to fair and unhindered competition and fair contractual relationships with all of our business partners. We trust in the quality of our employees and our products. It is not permissible for competitors to have confidential

or competitive content such as prices or costs, division of area or customer groups are discussed, as well as the exchange of information about supply relationships and their conditions, offer behavior and delivery capacities. We do not support price dictations or refusals to deliver.

## **2.2 Gifts, invitations and other benefits**

Our employees have many contacts and experiences. They often have to make important decisions quickly. However, we have the self-image that we do not allow ourselves to be influenced by gifts and invitations when making decisions. Our cooperation with business partners should only be based on objective and understandable criteria such as quality, service, price and sustainability in the best interest of KRIS FASHION.

It is not permitted to request or accept personal benefits from an employee of another company or from another third party in connection with official activities. Inadmissible gifts must be rejected or returned. If this is not possible or inappropriate, they must be donated.

Reliable and trusting business relationships with our partners and suppliers are an important success factor of Kris Fashion. However, we and our employees make all decisions freely and without dependency.

## **2.3 Donations and sponsorship**

The management of Kris Fashion is aware of the support of culture and art, sport, science and social issues. That is why we grant donations in cash and in kind or provide services free of charge. All donations must be reasonable, transparent and in accordance with the applicable legal system.

## **3. Avoiding conflicts of interest**

We expect our employees to be loyal to the company and in this way it is important for us to make sure to separate the private and professional. Our employees should recognize and avoid situations in good time that could lead to a conflict between their personal interests and the interests of the company. The principle applies that potential conflicts of interest must be reported to the line manager. The aim is then to look for a solution together.

### **3.1 Relationships with business partners**

Business decisions must always be in the interest of KRIS FASHION and not in our own interests. Therefore, an employee or a person close to him (spouse and life partner, family members and persons with whom the employee lives in the home community) should not make or influence business decisions at a business partner company that may be relevant to KRIS FASHION. Personal relationships with a business partner must not lead to preferential treatment of this business partner. When an employee finds themselves in such a situation, they must report it to their manager so that business decisions can be adequately controlled or delegated.

### **3.2 Active entrepreneurial activity**

Employees are not permitted to operate a company or business that competes with KRIS FASHION. An employee may not be involved in a company in which he or a related party is involved in the performance of his duties. In principle, this does not apply to investments in listed companies.

### **3.3 Secondary jobs**

Secondary activities can lead to conflicts of interest and impair productivity and effectiveness. The supervisor must therefore be informed about the start of the secondary job.

## **4. Handling of information and data**

### **4.1 Records and reports**

KRIS FASHION expects all records to be sufficiently detailed, complete, truthful, timely and understandable in accordance with applicable law. All employees are responsible for the complete and truthful documentation of their official expenses in accordance with the applicable regulations.

### **4.2 Information and knowledge management**

All employees are obliged to ensure a smooth and fast exchange of information in the company. Knowledge relevant to the activity must not be falsified, selectively passed on, or withheld from other areas, provided that this does not conflict with overriding interests to find.

### **4.3 Confidentiality and responsible handling of information**

Confidential information must be kept confidential. Confidentiality must also be maintained with regard to the confidential information of our customers and business partners, unless the disclosure of this information has been expressly permitted. In the case of business relationships that require the exchange of confidential information, a written confidentiality declaration must be made in advance or a corresponding

agreement concluded. The duty of confidentiality continues to apply even after the termination of the employment relationship or business relationship.

#### **4.4 Data protection and data security**

KRIS FASHION respects the privacy of its customers, employees and business partners and strives to adhere to the highest standards when processing data.

Personal data may only be collected, processed or used, insofar as this is legally permissible or the person concerned has given his consent. The use of data must be transparent to those affected. Your rights to information and correction and, if necessary, to objection, blocking and deletion must be preserved. The IT area guarantees secure and protected access to electronic data through suitable organizational and technical measures. Every employee is responsible for the correct handling of his data. In particular, it is prohibited to pass on access data to third parties outside the company.

Data protection and IT security must be kept by all employees; The best technical support in itself only offers basic protection.

### **5. Dealing with company facilities and company assets**

All employees are responsible for the protection and the proper and resource-saving use of the corporate facilities. All employees are required to protect the property of the company against loss, theft, damage or misuse. It is also forbidden to remove documents or other company assets from the company for no official reason. The internal rules should be known and respected.

### **6. Health, environment and safety**

KRIS FASHION strives to conduct its entrepreneurial activities in a way that makes the company an exemplary employer and business partner.

#### **6.1 Health**

The health of our customers and employees is extremely important. That is why KRIS FASHION has committed itself to using only products that are harmless to human ecology. As early as the design phase, it is important to ensure that the materials comply with laws and internal guidelines and that they are not harmful to health in the manufacturing process or use, which includes the targeted selection of raw material suppliers and the continuous review of critical parameters by independent and certified laboratories compliance with a catalog of requirements that includes all product and human ecological minimum standards.

Whoever wears fashion can also bear responsibility. This sentence very nicely shows the goal we are working on every day. Environmentally friendly yarns, fibers and textiles, safe and healthy working conditions are part of our sustainability strategy.

## **6.2 Environmental, animal and species protection**

Protecting the environment and protecting natural resources are of great value to KRIS FASHION. Economical energy consumption in all areas of the company stands for practical environmental protection as well as optimal recycling of residues and waste at our own locations. Appropriate agreements to comply with environmental protection standards were also made with the suppliers in the foreign production plants. KRIS FASHION commits itself and its suppliers to compliance with species protection. The use or processing of fur from wild animals or animals bred especially for the purposes of the clothing industry is prohibited. There is also no use of real fur as an accessory or trim on textiles.

## **6.3 Security**

Each employee has a shared responsibility to support KRIS FASHION in its efforts to create safe working conditions. This applies to the technical planning of workplaces, facilities and processes as well as to personal behavior in everyday work.

## **7. Social compliance**

KRIS FASHION is committed to ensuring that human and labor rights are also guaranteed for the employees of the suppliers.

To this end, KRIS FASHION obliges its suppliers to comply with social standards, which in particular include the prohibition of child and forced labor, equal opportunities and the safeguarding of decent working conditions. Agreements with suppliers include regulations on minimum wages, minimum vacation and maximum working hours. If there are no or insufficient national laws, the KRIS FASHION social standards set the minimum requirements.

Motivated employees who identify with the company, its goals and values form the driving force for quality, success and growth

## **8. Note management**

KRIS FASHION encourages employees to address their ideas openly and directly. Employees should point out circumstances that indicate a violation of laws or internal guidelines. Kris Fashion will follow all notices with reasonable care and, if necessary, take appropriate measures. All notices are treated confidentially. We guarantee that the whistleblower is protected. On the other hand, deliberate misuse of

the opportunity to provide information will not be tolerated. The management is the contact person.

## **9. Contact person**

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