

Kris Fashion

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POLICY STATEMENT

FROM THE MANAGEMENT OF KRIS FASHION GMBH

to respect human rights and protect the environment

We as the management of KRIS FASHION GmbH declare our environmental and social responsibility policy towards society, especially towards our employees, our customers and our suppliers. We are aware that our economic activities should have social and ecological consequences, the consequences of which we are responsible for. Our environmental and social responsibility policy is documented in such a way that your enforcement and implementation can be applied with the necessary awareness at all levels of the company structure.

The environmental and social responsibility policy of KRIS FASHION GmbH attaches importance to the fact that the economic activities are carried out as part of the strategic management, which leads to sustainable economic development and correct and ethical working conditions with the employees, their families and the whole society with the Aim to improve the quality of life.

We are committed to creating the necessary conditions for adhering to responsible business practices for our own business and business partners in our supply chain, with our activities being committed to responsible procurement practices, i.e. Commitment to prevent, mitigate and redress actual negative impacts on human rights and the environment through procurement practices.

With this commitment to responsible procurement practices, we ensure that our own organization draws attention and commitment to the areas of human rights and environmental standards, as well as informing our external stakeholders that we are fulfilling our responsibility in the supply chain and that our business partners are committed accordingly.

The guiding principles of KRIS FASHION GmbH regarding social responsibility include:

- Child labor prohibition;
- Compliance with the applicable national legal requirements and international regulations and their interpretation in the area of social responsibility;
- no forced and compulsory labor,
- no discrimination,
- ensuring payment security;
- Beware of working time / overtime regulations;

- Ensuring healthy and safe working conditions for employees;
- guarantee freedom of association and freedom for collective bargaining;
- securing minimum wages and living wages;
- consideration of the interests of all groups of people;
- anti-corruption policy. KRIS FASHION GmbH is not committed to accepting or offering any bribes, neither itself nor through third parties;
- Attention and verification of chemical use in the production of the purchased fibers and textiles;
- Attention to water consumption and avoidance of water pollution,
- reduction of greenhouse gas emissions;
- Warning that all suppliers have read the company's Code of Conduct and are committed to our principles;
- Data protection

KRIS FASHION GmbH takes all necessary measures to comprehensively protect personal data - be it from employees, customers and suppliers. We treat them confidentially and in accordance with the statutory data protection regulations and our data protection declaration.

This is ensured, among other things, by ensuring that only authorized persons within the company have access to this data. The processing of sensitive data takes place only with the consent of the person concerned;

- Effective guarantee of correct preparation of documents, processing and access to environmental and social policy in an understandable form for all employees, including management and other employees, as well as for subcontractors and suppliers.

So that these strategic goals can be achieved, KRIS FASHION GmbH undertakes to manage all aspects of social responsibility and to implement measures that correspond to our environmental and social policy.

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For the management

Radina Bankova