

Statement on the respect of human rights

1. Understanding and approach

Ernsting's family is committed to ensuring that human rights are respected throughout its supply chain. For us, this means that we want to ensure dignified and non-discriminatory treatment for all employees involved in the production process, but also for our own employees. Our company recognises that we are responsible for the impact of our actions. In addition to our own business activities, this also includes all direct and indirect effects related to our original business activities. We are convinced that we can only achieve long-term entrepreneurial success if our business activities are carried out in harmony with people and the environment. For us, respect for human rights is an integral part of responsible corporate governance. Ernsting's family does everything in its power to prevent potential human rights violations to the best of its knowledge.

2. Standards and frameworks

Ernsting's family respects the following recognised human rights standards:

- UN Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of All Forms of Discrimination Against Women
- Core Labour Standards (ILO)
- OECD Guidelines for Multinational Enterprises

The values and standards enshrined in the standards are the template for our own policies and a binding framework for action for all employees and business partners.

3. Implementation

We are aware that upholding human rights is a continuous task. To meet our corporate responsibility in the best possible way, Ernsting's family has established a multi-level risk management system. Emerging risks are analysed and quantified annually according to country- and product-specific criteria. The process of risk analysis and evaluation determines the direction of the company's sustainability goals and derives measures for risk prevention and mitigation. Ernsting's family engages in dialogue with civil society and political stakeholders, other companies, associations and trade unions, (potentially) affected parties and external experts in the field of human rights.

We know that there are human rights risks associated with our textile products at all stages of our complex and diverse supply chain. However, we have the greatest influence on our direct suppliers. In summary, the main challenges and risks to be prioritised are:

- Combating discrimination
- Fair working hours and social benefits within the scope of legal requirements
- Fair and living wage
- Prohibition of child and forced labour
- Ensuring freedom of association
- Safeguarding occupational health and safety

With the aim of ensuring human rights standards in the production plants, we build on already extensive coverage with initiatives such as amfori BSCI or SA8000 and the environmental initiative amfori BEPI. Ernsting's family is also a member of the "International Accord for Health and Safety in the Textile Industry" and obliges its Bangladeshi and Pakistani suppliers to ensure building safety and fire protection. Without these basic requirements, a business relationship is not possible for us.

Our close and trusting cooperation with a concentrated pool of suppliers and agents ensures us further direct access to our supply chain. Our long-standing partnerships help us to gain an understanding of the implementation of measures in production plants. The importers or agencies working with us are regularly in the factories to check human rights due diligence. In addition, our own employees also travel to our sourcing countries.

All our minimum requirements are set out in the Ernsting's family Standard Conditions of Purchase, the central instrument for our purchasing practices. We cooperate with industry and multi-stakeholder initiatives to ensure that we meet our corporate responsibility along the supply chain. We want workers in producing countries to have a voice to speak out against possible human rights violations. With this in mind, we have installed effective grievance mechanisms in our own business unit and in our direct supply chain. In the event of any violations, we implement remedial action to support those affected and prevent further violations. Furthermore, we are striving to install a grievance mechanism in companies in the indirect supply chain. All Ernsting's family employees are subject to a Code of Conduct that is based on the above-mentioned frameworks.

4. Organisation and responsibilities

Ernsting's family Executive Board strategically monitors and develops the Human Rights Policy Statement. The Executive Board of Procurement is responsible for the operational implementation and monitoring of human rights due diligence obligations in the supply chain. A human rights officer has been appointed from this area and reports annually to the Executive Board. Progress is also reviewed by the sustainability committee, which meets several times a year. We make the results available to all stakeholders on an annual basis.

5. Outlook

We see the safeguarding of human rights as a continuous task. For this reason, this Human Rights Policy Statement is continuously updated, supplemented and developed to align with changing requirements.

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