

CODE OF CONDUCT

RETAILPRAXIS GmbH respects Human Rights. This respect defines our engagement with the societies in which we operate, and with our partners throughout our supply chain. RETAILPRAXIS GmbH respects the environment. We are determined to manage, reduce and report on the impact on the environment of both our organization and our supply chain.

EMPLOYMENT RELATIONSHIP

Supply chain partners shall adopt and adhere to rules and conditions of employment that respect workers, and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

NO CHILD LABOR

Supply chain partners may not employ anyone below 15 years of age, or the local legal minimum age, or the age for completing compulsory education, whichever of the three is higher.

SAFE WORKING ENVIRONMENT

Supply chain partners must provide a safe and hygienic working environment for all employees. Vendors and their subcontractors must take all possible precautions to prevent accidents at the workplace and should actively promote good occupational health and safety practices.

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Supply chain partners must guarantee the right of their employees to join unions, or other work or industry related associations and to bargain collectively. These rights must be given without fear of harassment, interference or retaliation.

NO DISCRIMINATION

Supply chain partners do not discriminate against any of their employees. Employees are treated with respect and equality regardless of religion, age, gender, pregnancy, marital status, disability, nationality, race, ethnic origin, political views or sexual orientation.

ETHICAL BUSINESS PRACTICES

RETAILPRAXIS GmbH will not tolerate corruption neither in the supply chain nor in its. These two commitments are expressed publically and transparently in the RETAILPRAXIS Code of Conduct. All our Employees and supply chain partners are required to comply in full with this Code of Conduct. Where differences or conflicts arise, the highest standard shall apply.

DIGNITY AND RESPECT

Harassment, corporal punishment and physical, sexual, psychological or verbal abuse is not tolerated in the Retailpraxis supply chain. Supply chain partners cannot use any form of forced labor including prison labor, indentured labor or bonded labor.

FAIR COMPENSATION

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any other benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with their relevant stakeholders to take appropriate actions that seek to progressively reach a level of compensation that does.

NO EXCESSIVE WORKING HOURS

Supply chain partners employees must not be obliged to work in excess of the regular workweek and maximum overtime allowed by local labor law. A regular workweek shall not exceed 48 hours and one day off shall be guaranteed for every seven-day period. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours. Overtime shall be voluntary and compensated at a premium rate and not be requested on a regular basis.

RESPECT THE ENVIRONMENT

Supply chain partners must respect local environmental protection legislation or international industry standards, whichever is higher. All supply chain partners must measure and progressively reduce their impact on the environment.

Supply chain partners accept, that their business practices are subject to scrutiny. All Supply chain partners have to be authorized by Retailpraxis and it is the responsibility of the supply chain partners to ensure that this Code of Conduct is respected.

Retailpraxis reserves the right to cease trading with any supply chain partner, which is found to violate this Code of Conduct.

Please direct all enquires, complaints and suggestions regarding this code and its implementation to:

Supply chain partner hotline: +4921156647674

E-mail: service@retailpraxis.com

Contact: Andreas Puchert, Compliance officer, +4915114743937

E-mail: andreas.puchert@retailpraxis.com