



---

**Declaration of Principles**  
on respect for human and environmental rights  
at Takko Fashion

---

**Contents**

1. Commitment to the protection of human and environmental rights .....	2
2. Standards, guidelines and organisations .....	2
3. Communicate, improve, implement.....	3
4. Responsibilities .....	3
5. Continued development .....	4

## **1. Commitment to the protection of human and environmental rights**

As an internationally active company with more than 18,000 employees<sup>1</sup> and around 2,000 branches, Takko Fashion<sup>2</sup> takes its responsibility for all employees and companies very seriously. We are aware of this responsibility and actively promote compliance with standards of conduct as well as human and environmental rights along our entire supply chain.

As a leading company in the textile and clothing industry, we recognise the importance of respecting human and environmental rights along the value and supply chains.

We have implemented the necessary measures to enable us and our business partners to identify and prioritise human rights and environmental risks so that we can collectively fulfil our due diligence obligations. These include, for example, compliance with regulations on anti-discrimination, occupational health and safety, freedom of association, fair pay, regulated working hours, the prohibition of child labour and forced labour, as well as environment-related obligations.

We pursue a zero-tolerance policy and reject any kind of human rights and environmental violations.

## **2. Standards, guidelines and organisations**

We are committed to complying with international standards and guidelines. Our corporate actions are aligned with these, express our values and standards and serve as a basis for cooperation with business partners and suppliers. The following international standards and guidelines determine our daily actions:

- United Nations Universal Declaration of Human Rights (UDHR)
- Core Conventions of the International Labour Organisation (ILO)
- United Nations Convention on the Rights of the Child (UN CRC)
- United Nations Convention on Women's Rights (UN-CEDAW)
- Guiding Principles of the Organisation for Economic Co-operation and Development (OECD)

We implement the above regulations through internal and external behavioural guidelines. These include in particular:

- Sustainability guideline
- Code of conduct for business partners
- Code of conduct for Takko employees

In order to improve social and ecological conditions in the production countries and to create transparency, we are members of the following organisations:

---

<sup>1</sup> For better readability, the masculine or generic forms of designation are used in this statement. Of course, all genders are always addressed equally.

<sup>2</sup> Takko Fashion GmbH and all affiliated companies within the meaning of §§ 15 ff. AktG (Stock Corporation Act) affiliated companies.

- Fair Wear Foundation
- Better Cotton
- International Accord on Fire & Building Safety
- Alliance for Sustainable Textiles
- ZDHC (Zero Discharge of Hazardous Chemicals)

### **3. Communicate, improve, implement**

Our Takko risk management system enables us to conduct appropriate and effective risk analysis with the aim of continuously reviewing and improving our operations.

We therefore conduct regular risk analyses to identify and prioritise potential violations of human and environmental rights and to initiate appropriate preventive and remedial measures.

This includes country- and industry-specific risks that may have an impact on affected parties, such as suppliers and their employees, local residents, customers or our employees. In addition, we use risk-based control measures where the risk criteria required for a business unit are present.

We align our management systems, purchasing practices and awareness and training measures of relevant employees and business partners in accordance with our aforementioned guidelines.

Through appropriate contractual arrangements and risk-based audits, we ensure that our business partners and their suppliers comply with human and environmental rights and thus also with this policy statement in the supply chain.

We have also implemented a grievance mechanism in the form of a whistle-blower system. Such a system is an appropriate means of identifying adverse impacts at an early stage. Every employee, business partner, their supply chains, as well as customer and other third parties have the possibility to report violations of human rights or environmental law at any time as follows:

By mail to: [compliance@takko.de](mailto:compliance@takko.de)

By letter to: Takko Fashion GmbH, Menschenrechtsbeauftragter, Alfred-Krupp-Str. 21, 48291 Telgte

Online, on our website. All notifications can be made anonymously and we treat them in the strictest confidence.

### **4. Responsibilities**

The responsibility for corporate due diligence lies with the management of Takko Fashion. Within our company, the sustainability department is entrusted with the implementation of human rights and environmental issues.

## 5. Continued development

The implementation of human rights and environmental due diligence is an ongoing development process for us and is continuously documented. We publish the progress and current topics in our sustainability report and in the sustainability section on our website under [Responsibility - TAKKO Corporate](#).

We also continuously review this policy statement on respect for human and environmental rights and develop it accordingly.

Telgte, den 01.01.2023



---

Tjeerd Jegen  
-CEO-



---

Thomas Füllhaas  
-COO-



---

Kurt Rosen  
-CFO-



---

Sebastian Weber  
-CPO-