

BB Code of Conduct for Suppliers of Services and Non-Trading Goods

For Bijou Brigitte modische Accessoires AG (hereinafter also referred to as “BB”), environmentally and socially responsible corporate governance is a firmly established part of the corporate philosophy. We are committed to respecting human rights and protecting the environment. This applies both to internal measures and processes, and to all external business relationships. The principles outlined below are chiefly based on internationally applicable standards, such as the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child and applicable ILO Conventions, and the legislation of the country concerned.

1. Elimination of child labour

Child labour must never be used.

The age of workers should not be less than the age at which compulsory education ends under the law of the place of employment and must in any case not be less than 15 years.

Young workers under the age of 18 may not be employed for night shifts or work which is likely to harm the health, safety or morals of children. Special protection regulations must be complied with.

2. Elimination of forced labour, workers’ rights

Forced labour, slavery, exploitation and unacceptable treatment of workers will not be tolerated in any way, shape or form. All work must be voluntary and without threat of punishment. Workers must be able to leave work or employment at any time.

A safe and healthy working environment must be ensured. Suppliers will take the measures necessary to prevent any accidents or damage to health that may occur in connection with the work performed.

The right of workers to form and join organisations of their choice, to bargain collectively and to strike must be respected.

3. Discrimination and unequal treatment

All workers must be treated with dignity and respect. The unequal treatment of workers in any form is prohibited unless justified by the requirements of the employment. Equal work shall be subject to equal pay (ILO Convention Nos. 100 and 111).

4. Remuneration and working hours

Appropriate remuneration must be paid. The appropriate remuneration for regular working hours and overtime must be in line with the national statutory minimum wage or the industry minimum standards, whichever is higher.

Wages must be paid punctually, regularly and in full in legal tender. Workers must be provided with all benefits prescribed by law. Working hours must be in line with national law or the industry standard.

5. Exclusion of forced expropriation, protection of natural resources

Land, forests or bodies of water, the use of which secures people's livelihoods, must not be taken away in violation of legitimate rights. No eviction for business expansion or a new building will be forced against the will of the landowners.

Harmful soil changes, water and air pollution, noise emissions and excessive water consumption must be avoided if this harms people's health, significantly impairs natural resources for the production of food or prevents people from accessing safe drinking water or sanitary facilities.

6. Protection of business projects

Hiring or using security guards in connection with the performance of work must be avoided if, in the course of their use, persons are treated in an inhuman or degrading manner or injured, or if freedom of association is impaired.

7. Environmental protection

Protecting nature and the environment is of fundamental importance. Suppliers undertake to comply with national and international standards and environmental legislation. Moreover, work should be carried out on an ongoing basis to prevent and reduce environmental damage, whether in terms of energy consumption, emissions, drainage of industrial effluent or disposal of hazardous substances and chemicals. First and foremost, natural resources must be protected and conserved.

All raw materials and products used must be free from conflict minerals within the meaning of Regulation (EU) 2017/821 and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

8. Integrity and transparency

All business activities must be based on the highest standards of integrity, and legal compliance and transparency must be ensured. Business relationships are based on compliance with the respective applicable national and international standards.

In particular, all forms of corruption, such as passive and active bribery, extortion and embezzlement are prohibited. Conduct must be such that no personal dependencies, obligations or influences arise. If there is a conflict of interest, Bijou Brigitte must be informed.

9. Protection of business secrets

Business secrets and sensitive business information must be kept confidential and not disclosed to third parties. Furthermore, Bijou Brigitte must be informed immediately if any possibility of industrial espionage becomes apparent.

The duty of confidentiality will remain in effect even after termination of the business relationship. If and when the cooperation is discontinued, all stored information must be returned to Bijou Brigitte or destroyed.

10. Data protection

The collection, storage, processing, transfer or deletion of personal data and information must comply with applicable privacy laws and regulations.

11. Duty to cooperate, training clause and whistle-blower system

If the supplier becomes aware of a violation of the principles of this Code of Conduct, it must promptly inform BB of the identified violations and the countermeasures taken, and obtain and submit the documents required to enable BB to fulfil its obligations under the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). The supplier shall pass on the expectations from this BB CoC for Suppliers of Services and Non-Trading Goods to its subcontractors in an appropriate manner.

BB and the supplier shall raise awareness among their employees with respect to observing human rights and the environment-related obligations set out in this Code of Conduct through appropriate measures such as training or employee handbooks.

In addition, Bijou Brigitte offers a publicly accessible whistle-blower system that maintains confidentiality in terms of identity and provides effective protection against discrimination (available at: <https://bb.integrityline.com/>).