



## Human Rights Policy

(Version 11th December 2017)

KiK Textilien & Non-Food GmbH, referred as 'KiK' in this document is committed to respecting Human Rights wherever we operate. This statement references and supplements the KiK Code of Conduct which represents the applicable principle for all our business operations.

We are determined to conduct our business in an ethical and responsible manner that supports and respects human rights. We conduct our operations in alignment with the national legal requirements and respective ILO standards. We work to identify and do business with partners who are committed to conduct their business in a similar manner.

In today's world of global markets and complex supply chains, connecting a multitude of protagonists with different cultural backgrounds, development and social structures, the participation in international trade relations offers good chances to create development, economic growth and social stability for all involved. Using these chances to the benefit of the people cannot work without the safeguarding of Human Rights as one of the key elements.

'Human Rights' is a broad term to describe the inherent right of all people to be treated with dignity and without discrimination. For business, the responsibility to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the ILO's Declaration on Fundamental Principles and Rights at Work.

It is the primary obligation of the global states to protect human rights through effective policies, legislations, regulations and adjudication, to maintain a system of proper governance and enforcement protecting people's dignity and humanity in respect to their communities and working spheres. Businesses also have a responsibility to respect human rights in their operations and relationships as outlined in the UN Guiding Principles on Business and Human Rights.



Our human rights commitment extends to our employees and, in the reach of our leverage and responsibility, to other parties in our supply chain. However, every company within our Supply Chain has its own responsibility as per the UN Guiding Principles. KiK is committed to respecting human rights in its operations and business relationships, including using its leverage when able and providing/cooperating in legitimate remediation processes when harms occur. Our Code of Conduct provides guidance on addressing grievances.

All merchandise suppliers must agree and accept the business principles as declared in the KiK Code of Conduct, which with reference to the ILO Core Labor Standards sets clear requirements for worker's rights, ethical business practices, employment practices and environmental and safety conditions.

We consider the respect for human rights as an integral part and expression of our Corporate Social Responsibility which is embedded in our day to day business dealings and management structures. For that we implement and maintain appropriate human rights due diligence processes into all our business dealings to prevent becoming complicit or supportive in any human rights abuses.

KiK feels confident that promoting good business governance and compliance is one of the key factors for a successful contribution of businesses to Human Rights protection. As we are obliged to adhere to local law wherever we do business, we will evaluate which impact a possible human rights conflict may have and will try to mitigate adverse impacts within our sphere of influence.

As the focus of our business is in the fashion trade we have daily dealings within emerging societies and developing countries which may bear a higher risk for exposure to potential human rights abuses. Even though we are aware of this challenge, we believe that we can make a difference by effectively engage in, rather than absence from, such countries and identify and address salient human rights issues through our due diligence processes.

Where human rights abuses relate directly to our business risks, in our assessment we are focusing on the gravity and scale of potential perils and resulting harm, the likelihood of their occurrence and adequate abilities for their avoidance and our potential of influence. That can result in the need to put in place additional due diligence and address risks effectively where appropriate, using our leverage to work either in single relationships or in broad-based partnerships.



We regard the protection of human rights in international trade as basically a responsibility of governments and their democratic obligation to which companies can contribute by respecting human rights in their international business dealings. We regard the cooperation and partnership with governments, corporations, social partners and experienced and pragmatic stakeholders as an important factor to our success, offering our company's commercial leverage, expertise and management skills for a joint and supportive approach.

To identify its exposure KiK has conducted an investigation in its supply chain to identify the salient human rights perils and negative impacts within our ability of awareness and commercial influence. The key human right related areas specifically also addressed in our Code of Conduct have been identified as follows:

### **1. Right of equality and non-discrimination**

We strongly stand against discrimination and promote equality regardless of people's gender, religion, age, race, social background, caste, nationality, ethnic and national origin, membership in workers' organizations, disability, migration, sexual orientation, political affiliation or any other personal characteristic wherever applicable in our business operation, especially in respect to working and employment conditions.

### **2. Right to life, liberty and personal security**

KiK believes in personal freedom of people and right to life and physical integrity with specific regard to the conditions of labor. Securing occupational health & safety is in the central focus of our concerns. Personal data security shall be ensured for all.

### **3. Right for motherhood and childhood**

KiK supports the 'United Nations Convention on the Elimination of Discrimination against Women' and the 'United Nations Convention on the Rights of the Child'. Especially as main parts of the work force in the textile supply chain are female, motherhood and childhood shall be protected with special care and assistance without any form of discrimination. This also includes the exposition to the use of child labor in textile production.



#### **4. Freedom from slavery and forced labour**

In the environment of our business operations, we do not accept any form of slavery, bonded labor, servitude or other forced and compulsory labour or unpaid work.

#### **5. Freedom from abuse and degrading treatment**

We believe in everyone's right to be protected from any form of physical, verbal, sexual abusive or other form of degrading treatment.

#### **6. Right to get access to effective remedies**

In our business operations, anyone who is a victim of Human Rights violations shall have the right to get access to effective and appropriate remedies within the legal framework provided for.

#### **7. Freedom of association**

Everyone shall have the right to freedom of peaceful assembly and association for collective bargaining.

#### **8. Right to social security**

KiK recognizes the right to social security especially, in case of unemployment, injury, sickness, disability, child support, widowhood and old age.

#### **9. Right to rest and leisure**

We support the right of workers to have adequate rest and leisure, including limitations of working hours and periodic holidays with pay based on national and international law.

#### **10. Right for a clean environment, water safety and sanitation**

In KiK business operation, everyone has the right to live in a healthy environment and get access to clean water and proper sanitation system. Business operation shall be designed accordingly to respect these areas.



We regularly review and update our relevant policies, processes and management systems. To gain transparency we also use appropriate grievance reporting mechanisms that allow those directly affected in their human rights by our operations to contact us. We investigate and, where appropriate, take remedial action to address abuses.

Upholding the principle of transparency we publically will share our progress on the implementation and results of our Human Rights Due Diligence process.

Our approving senior management will oversee the implementation and performance of this policy.

A handwritten signature in black ink, appearing to read 'Patrick Zahn', written in a cursive style.

Patrick Zahn

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**CEO**

A handwritten signature in blue ink, appearing to read 'Ansgar Lohmann', written in a cursive style.

Ansgar Lohmann

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**Head of CSR Department**