



POLICY
ON HUMAN RIGHTS

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1 OBJECTIVE

It is Esprit`s aim to work in accordance with the highest ethical standards. Esprit recognizes its corporate responsibility to respect human rights and takes the necessary steps to fulfil this obligation. As we do not own any production facilities, we take particular care to choose the right partners, and to ensure that our choices contribute to the fashion industry`s role as a powerful source of economic development and financial independence for workers. In support of this goal, we have taken concrete steps to build stronger relationships with our suppliers, and we have developed a more transparent way of working focused on creating a safer and more positive working environment within our supply chain. All factories producing Esprit garments must comply with our Supplier Code of Conduct as part of our basic supplier agreement that all of our suppliers must sign when they begin working with Esprit.

We have developed detailed guidelines to help our suppliers implement the Esprit Supplier Code of Conduct. These guidelines describe the internal processes that need to be set up by our suppliers to meet our social standards. The guidelines also include remedial measures that suppliers must implement without delay in the event of failure to meet our standards.

This Policy on Human Rights has been approved by the Executive Management Committee, including the Group Chief Executive Officer, in October 2019.

2 COMMITMENT

We believe respecting human rights is of growing importance to our stakeholders, such as employees, shareholders, investors, customers, the communities where we operate and civil society. As part of our commitment Esprit does not tolerate threats, intimidation, physical or legal attacks against human rights defenders, including those exercising their right to freedom of expression, association, peaceful assembly and protest against our global operations and our code of Conduct expect our suppliers to make the same commitment. Esprit has incorporated the United Nations Sustainable Development Goals within its sustainability strategy. With each target we set ourselves, we strive to contribute to at least one of the Sustainable Development Goals. Through this Policy, Esprit implements its commitment towards respecting and promoting Human Rights. Esprit is committed to respecting internationally recognized human rights in line with the principles and guidance contained in the United Nations Guiding Principles on Business Human Rights. Our Policy on Human Rights is informed by:

- United Nations Guiding Principles on Business and Human Rights
- The United Nations` International Bill of Human Rights
- The International Labour Organization (hereinafter "ILO") Fundamental Conventions 1, 14, 26, 29, 87, 100, 105, 111, 131, 138, 155 and 182
- The ILO Declaration on Fundamental Principles and Rights at Work
- The Children`s Rights and Business Principles
- The UN Women`s Empowerment Principles
- The Ten Principles of the UN Global Compact
- The Guidelines for the Organization for Economic Cooperation and Development (OECD) for Multinational Enterprises

This means acting with due diligence to avoid infringing on the rights of others and addressing the adverse impacts of our global operations. Esprit has established policies and processes to identify, prevent or mitigate human rights risks and remediate any adverse impact our global operations have caused or contributed to. Our principle is that where national law and international human rights standards are in conflict, we will adhere to national law, while seeking ways to respect international human right relevant our operations.



Through appropriate contractual arrangements and our Supplier Code of Conduct we make our suppliers, i.e. direct suppliers and our supply chain under them, aware of and expect their compliance with our human rights commitments. We expect our suppliers to have noted the requirements and to have established similar arrangements within their supply chain which include respecting our commitment to uphold human rights.

3 JOINT EFFORT

We believe change is only possible in collaboration. Esprit is committed to working together with our stakeholders such as suppliers, civil society, governments and others on human rights to inform and also develop our approach. We also share our experience and benchmark with other stakeholders to help address root causes and influence systemic positive change.

4 REMEDY

We will not tolerate, nor will we condone, abuse of human rights within any part of our business or supply chains. We take all human rights allegations very seriously where human rights are not properly respected. We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We are committed to building awareness and knowledge of our employees and suppliers on human rights encouraging them to speak up, without retribution or retaliation about any concerns they may have.

Our approach to receipt of and response to grievances is constantly evolving. Esprit is fully committed to promoting the channels through which individuals and communities who may be adversely impacted by our operations can raise complaints or concerns.