

Code of Business Ethics

Blue Seven, a brand of H. Obermeyer GmbH & Co. KG takes an active role in multi-stakeholder initiatives within the apparel sector, aiming to enhance industry-wide transparency. By adhering to our Code of Ethics, Blue Seven not only upholds high standards but we also foster a responsible manufacturing culture that reflects our commitment to ethical and environmental principles. To maintain these principles, partnerships with Amfori BSCI and Accord Bangladesh and Pakistan are in place. Global Organic Textile Standard ('GOTS') certification is planned for mid 2024.

General

1. General Commitment

- 1) By entering into a business relationship with Blue Seven, all suppliers agree to uphold ethical and environmental responsibilities within their operations.

2. Communication and Engagement

- 1) Suppliers ensure compliance with this Code of Business Ethics. Suppliers engage regularly with Blue Seven's Corporate Social Responsibility Manger and are readily accessible to address inquiries.

3. Collaboration and Participation

- 1) Suppliers are encouraged to actively participate in Blue Seven's initiatives and projects. This includes engagement in training programs, effective dissemination of information to subcontractors and workers, display of relevant materials, and participation in programs offered by Blue Seven. Openness to audits for compliance evaluation is required.

4. Management Systems

- 1) Suppliers must establish and maintain effective management systems to ensure continuous improvement and compliance with this code. Internal policies related to ethical production and environmental responsibility should be implemented and monitored. The points above are monitored by amfori BSCI.

Labor Rights and Human Rights

1. Prevention of Forced and Involuntary Labor

- 1) Suppliers shall not employ illegal workers, forced labor, or prison labor. Workers shall not be required to leave any deposit or identification documents with their employer. Contracts shall be terminable with legal notice. Employees must have reasonable access to facilities and the freedom to leave the premises under reasonable circumstances.
- 2) All Blue Seven suppliers may be subject to the amfori BSCI program to address issues of forced labor and modern slavery in the value chain. This program aims to identify, prevent, and address instances of forced labor and modern slavery. Suppliers are subject to regular, semi announced audits which ensure the implementation of the BSCI programs, they must have at least a category C rating. Any rating under does not correspond with Blue Seven's Code of Business Ethics and may result in cancellation of orders and other negative impacts for the supplier.

2. Working Hours and Rest Time

- 1) Working hours should adhere to legal limits and industry standards. Regular working hours should not exceed 48 hours per week. Adequate rest days, at least one day off in a 7-day period, shall be provided. Overtime must be voluntary, not exceed 12 hours per week, and be compensated at a premium rate. These working hours comply with the International Labor Organization's ('ILO') standards and national laws.
- 2) Amfori BSCI extract information of working hours from relevant suppliers and assesses the standards of working hours via concrete assessment.

3. Freedom of Association and Collective Bargaining

- 1) Suppliers shall recognize the right to freedom of association, collective bargaining, and worker representation. Workers' unions shall not be interfered with, and union members shall not face prejudice.
- 2) All Blue Seven suppliers are obligated to adopt the amfori BSCI program to support freedom of association and collective bargaining in its value chain. This program ensures that workers' rights to organize and bargain collectively are respected.

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4. Prevention of Child Labor and Protection of Young Workers
 - 1) No workers below the age of 15 shall be employed in factories producing for Blue Seven. Young workers below 18 shall only undertake light work in compliance with relevant laws.
 - 2) Amfori BSCI is centered around the prevention of child labor and the assurance of the safety and welfare of juvenile workers.
5. Adequate Compensation
 - 1) Suppliers shall comply with laws pertaining to compensation, including overtime payments. Wages shall not be withheld or subject to unlawful deductions. Employees shall receive at least the statutory minimum wage or industry benchmark, sufficient to meet basic needs.
 - 2) All Blue Seven suppliers are obligated to adopt the amfori BSCI program with the aim of ensuring adequate compensation for workers in the value chain.
6. Freedom of Discrimination and Harassment
 - 1) Discrimination based on race, color, nationality, religion, gender, age, sexual orientation, or marital status shall not be tolerated. Employees shall not face discrimination in any aspect of employment throughout the supply chain.
7. Health and Safety
 - 1) Suppliers shall provide a safe and healthy working environment, including adequate facilities and precautions. Risk assessments must be conducted, and personal protective equipment provided where needed. Fire safety and emergency response procedures must be established and communicated.
 - 2) We promote participation of International Accord for Pakistan and Bangladesh, which ensures broad safety principles for building and work safety.
8. Gender Equality
 - 2) All Blue Seven suppliers are obligated to implement the amfori BSCI program to increase gender equality amongst workers in its value chain. This program promotes equal opportunities, fair treatment, and non-discrimination based on gender. We consider the unique position of women in all our stages of business.
9. Environmental Responsibility
 - 1) Suppliers shall follow national and regional environmental laws. An environmental management plan should be in place to minimize the impact of operations on the environment. Responsible chemical usage, water and wastewater management, energy efficiency, and waste reduction shall be implemented.

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1. Integrity and Anti-Corruption

- 1) Suppliers shall uphold ethical integrity in all interactions. Corruption, extortion, and bribery are strictly prohibited.

2. Complaints/Grievance Mechanisms

- 1) Blue Seven requires all suppliers via amfori BSCI to have effective complaints/grievance mechanisms in place. These mechanisms must allow stakeholders to raise complaints, comments, suggestions, or grievances safely and effectively, without fear of retaliation or negative consequences. Confidentiality must be preserved. Policies to protect whistleblowers shall be in place. This requirement extends accountability and ethical standards throughout the supply chain.
- 2) Worker feedback is a standard component of Blue Seven's monitoring process. This ensures that workers' perspectives and concerns are considered in evaluating and improving labor conditions.

3. Animal Welfare

- 1) No harm to animals shall be caused for Blue Seven products. Materials derived from animals shall adhere to animal welfare laws and international recommendations.

4. Transparency & Traceability

- 1) All subcontractors are listed by suppliers and forwarded to Blue Seven's CSR management. Transparency in business operations and adherence to Blue Seven's sourcing decisions are essential.
- 2) Additionally, Blue Seven is actively pursuing full GOTS certification for its brand. This aims to enhance transparency and accountability in supply chain operations.

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Q&A:

For all queries concerning our Business Policies, we refer to the following contacts:

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Viktoria Rohrbach (CSR Manager) - v.rohrbach@blueseven.com

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Employees surveys are conducted via [Lama Poll](#) yearly.

Our [Data Protection Policy](#) is outlined separately.

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