

Human Rights Policy

Blue Seven is committed to upholding and promoting human rights within our operations and throughout our global supply chain. We recognize that respecting and protecting human rights is not only a moral and ethical obligation but also fundamental to building a sustainable and responsible fashion industry. The following Human Rights Policy outlines our commitment to human rights and serves as a framework for integrating human rights principles into our business practices. Blue Seven has a well-defined process to regularly update the risk assessment of social priorities in response to changing business or external circumstances, in order to protect human rights. CSR management at Blue Seven carries out the Human Rights Assessment with the help of amfori BSCI. Our Human Rights Policy outlines clear expectations for human rights in relation to our value chain and business partners.

Source of Law

The laws governing our human rights policy is listed in the following section and gives a short overview over the sources of law. Blue Seven, its employees and management enjoy full protection under international law, which is sourced from the United Nations (UN) and European Union (EU). The federal republic of Germany is a member of the UN since 1973 and a member state of the EU, as a founding member.

The following list is a broad overview and any treaties and sources of law not listed, apply naturally as well. European Law is directly applicable to Germany and thus to Blue Seven, as a German GmbH & Co. KG.

Human Rights in International Law:

- United Nations Declaration on Human Rights (UNDHR) 1948
- International Covenant on Civil and Political Rights (ICCPR) 1966
- International Covenant on Economic, Social and Cultural Rights (ICESCR) 1966

Human Rights in European Law:

- Treaty on the Functioning of the European Union (TFEU)
- The Treaty on European Union
- Charter of Fundamental Rights of the European Union (CFR)

Germany also protects Human Rights via its Grundgesetz für die Bundesrepublik Deutschland which is a part of its constitution.

BLUE SEVEN

Discrimination Policy

1. Discrimination and Equal Opportunity

- 1) Equality and Inclusivity: Blue Seven provides equal employment opportunities to all employees and applicants regardless of their race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, or a any other protected status (e.g.: pregnancy). We value diversity and promote an inclusive workplace.
- 2) Harassment-Free Environment: We prohibit all forms of harassment, bullying, and discrimination within our workplace. Our employees and partners are expected to treat each other with respect and dignity, fostering a culture of tolerance and equality.

Employee Rights

1. Freedom of Association:

- 1) Blue Seven respects the right of employees to join or not join labor unions and engage in collective bargaining as permitted by local laws and international standards.

2. Working Conditions:

- 1) We are committed to providing safe and healthy working conditions for all employees. This includes compliance with local labor laws, reasonable working hours, and fair compensation.

3. Child Labor and Forced Labor:

- 1) Blue Seven does not employ or support child labor or forced labor under any circumstances. We expect our suppliers and partners to uphold the same standards, as outlined in our Code of Business Ethics.
- 2) Targets for Human Rights and Worker Well Being:
Blue Seven has set targets to stop, prevent, or mitigate prioritized worker-related human rights risks and impacts. In addition to identified risks and impacts, Blue Seven has set targets for other worker-related priorities, going beyond the law and international regulations, to promote worker well-being.

Supply Chain Responsibility

1. Code of Business Ethics:
 - 1) We have established a Code of Business Ethics that outlines our expectations regarding human rights, labor practices, and environmental standards for our suppliers and business partners.
 - 2) Due Diligence: Blue Seven conducts due diligence to identify and mitigate human rights risks within our supply chain, working collaboratively with our partners to ensure ethical practices are upheld.
2. Industry Collective Programs:
 - 1) Blue Seven actively participates in industry collective programs and partnerships, such as amfori BSCI, Accord and BEPI aimed at improving suppliers' social and labor performance.
3. Traceability Systems:
 - 1) Through GOTS Blue Seven has enabled a partial traceability system that enables the tracking of our products throughout the value chain. We are seeking full traceability of our products and full GOTS certification.

Multi Stake Holder Initiative

1. Multi-Stakeholder Initiative Engagement:
 - 1) Blue Seven actively engages in multi-stakeholder initiatives aimed at driving humanitarian transparency in the textile and apparel industry, such as amfori BSCI.
2. Worker Feedback in Remediation:
 - 1) Worker feedback is a standard and integral component of our worker-related human rights remediation action plans. This is covered by amfori BSCI.
 - 2) Partnerships for Addressing Human Rights
Our company has specific partnerships, agreements, and collaborations with stakeholders related to addressing workers' human rights across the value chain. These partnerships are in place with amfori BSCI and are conducted regularly throughout the year by Blue Seven's CSR Management.

Privacy and Data Protection

1. Data Privacy:
 - 1) We are committed to protecting the privacy and data of our employees, customers, and stakeholders. We adhere to applicable data protection laws and maintain transparency in our data handling practices. An according [Privacy Policy](#) is in place.

BLUE SEVEN

Each employee reads and signs this upon entering employment with Heinrich Obermeyer GmbH & Co. KG.

Reporting and Accountability

1. Complaints and Reporting:

1) We encourage employees, customers, and stakeholders to report any human rights concerns or violations without fear of retaliation. Reports can be made through established channels, and we are committed to investigating and addressing them promptly.

2. Transparency:

2) We maintain transparency in our human rights efforts and report progress on our commitments regularly.

Blue Seven International Fashion Company is committed to promoting and respecting human rights throughout our global operations and supply chain. We understand that our responsibility extends beyond the products we create to the people and communities we touch. This policy represents our pledge to continually improve our practices and be a responsible, ethical, and sustainable leader in the fashion industry.

For any questions on the social policy please contact CSR Management: V. Rohrbach. Queries may also be forwarded to the CEO, A. Burger.

BLUE SEVEN

Q&A:

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

Hannah Burger (CSR) - h.burger@blueseven.com

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

Andreas Burger (CEO) - burger@blueseven.com

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

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

Imprint:

H. Obermeyer GmbH & Co.KG

Immenstädter Straße 6-8

D-87534 Oberstaufen

Executive Manager: Andreas Burger (CEO)

VAT ID NUMBER: DE 811131911

www.blueseven.com