

Business Ethics

Blue Seven, a brand of H. Obermeyer GmbH & Co. KG, participates in industry-related multi-stakeholder initiatives in the apparel sector. These collaborations support transparency and sustainability standards within the textile and clothing industry.

As part of its supply chain responsibility, the company cooperates with external initiatives and audit mechanisms such as amfori BSCI and the Accord on Fire and Building Safety in Bangladesh and Pakistan. Certification processes, including the Global Organic Textile Standard (GOTS), are pursued or taken into account within internal sustainability planning.

1. General Principles

1.1 General Obligations

Suppliers are required to comply with all applicable legal requirements as well as the provisions of the Blue Seven Code of Conduct.

In the event of identified deviations, appropriate corrective measures will be initiated within the business relationship.

1.2 Communication with CSR/Compliance Department

Suppliers must ensure that requests, audits, and inquiries from the responsible CSR or compliance functions are answered and that required information is provided.

1.3 Cooperation and Review

Within the supplier relationship, on-site visits, document requests, and audits in the context of due diligence processes may take place.

These measures serve to assess compliance with contractual and ethical standards along the supply chain.

1.4 Management Systems

Suppliers are expected to maintain appropriate management systems that support compliance with this Code of Conduct and promote continuous improvement.

This includes in particular processes in the areas of working conditions, environmental management, and compliance.

Verification may be supported through independent audit systems, including amfori BSCI.

2. Human and Labour Rights

2.1 Prohibition of Forced Labour

Forced labour, debt bondage, or work under threat of punishment is prohibited.

Employees must have the right to terminate employment in accordance with legal and contractual conditions and to freely leave the workplace.

The retention of personal documents or financial guarantees as a condition of employment is not permitted.

2.2 Audits and Verification

Suppliers may be audited under audit programmes (e.g., amfori BSCI). These audits serve to identify and assess social and labour-related risks along the supply chain.

Audits may be announced or partially announced. Results are documented within a rating system and used for improvement measures.

2.3 Working Hours

Working hours must comply with applicable national laws and international reference standards.

Overtime is only permitted within the legally allowed framework, on a voluntary basis, and must be compensated accordingly.

2.4 Freedom of Association and Collective Bargaining

Suppliers must ensure that employees can exercise their right to freedom of association and collective bargaining in accordance with applicable law.

Discrimination based on union activity is prohibited.

2.5 Prohibition of Child Labour

Child labour as defined by international labour standards is prohibited.

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Employment of minors is only permitted within the framework of applicable national legislation and in compliance with ILO core labour standards.

2.6 Remuneration

Employees must be paid at least in accordance with applicable national legal requirements.

2.7 Non-Discrimination

Discrimination based on gender, origin, religion, age, disability, or sexual orientation is prohibited.

2.8 Health and Safety at Work

Suppliers are required to provide safe and healthy working conditions.

This includes in particular:

- appropriate protective equipment
- fire protection and emergency measures
- occupational safety training

2.9 Equality

Suppliers should implement measures to promote equal opportunities and equal treatment in the workplace.

2.10 Environmental Responsibility

Suppliers are required to comply with applicable environmental laws.

The goal is to minimize environmental impacts, particularly in relation to:

- water consumption
- chemical use
- waste management

3. Ethics

3.1 Integrity and Anti-Corruption

Any form of corruption, bribery, extortion, or improper granting of advantages is prohibited.

3.2 Complaint Mechanisms

Suppliers should have appropriate complaint mechanisms in place that enable employees to report concerns safely and confidentially.

These systems should be accessible and must not result in any disadvantage for whistleblowers.

3.3 Monitoring of Employee Feedback

Feedback from employees may be incorporated into supplier assessments and improvement processes.

3.4 Animal Welfare

Suppliers are required to comply with applicable legal requirements regarding animal welfare.

3.5 Supply Chain Transparency

Suppliers should, upon request, provide relevant information about their upstream supply chains, insofar as this is contractually agreed and legally permissible.

As part of its sustainability strategy, Blue Seven aims to continuously increase transparency in the supply chain and to include certification processes such as GOTS.