

Human Rights Code

Blue Seven is committed to respecting and promoting human rights both within its own business operations and in parts of its supply chain. The company recognizes that compliance with internationally recognized human rights standards is a fundamental basis for responsible and sustainable business activity.

This Human Rights Code defines principles and expectations for employees, suppliers, and business partners and serves as a framework for integrating human rights due diligence into operational processes.

Blue Seven maintains processes for the regular assessment and updating of human rights-related risks within its business activities. These risk analyses are supported by CSR management and may be carried out with the involvement of external audit mechanisms, including amfori BSCI.

1. Legal and Reference Framework

This Code is based on internationally recognized human rights standards as well as applicable national and European legislation.

These include in particular:

International human rights instruments

- Universal Declaration of Human Rights (UN, 1948)
- International Covenant on Civil and Political Rights (1966)
- International Covenant on Economic, Social and Cultural Rights (1966)

European legal framework

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

National law

In Germany, this includes in particular the fundamental rights of the Basic Law as well as applicable labour and civil law.

2. Discrimination, Harassment and Equal Treatment

Blue Seven is committed to complying with the German General Equal Treatment Act (AGG) and relevant labour law provisions.

2.1 Principle of Equal Treatment

All employees and applicants are treated equally regardless of personal characteristics.

This includes in particular:

- gender and gender identity
- ethnic origin
- religion or belief
- age
- disability
- sexual orientation
- other legally protected characteristics

2.2 Prohibition of Discrimination and Harassment

Any form of discrimination, bullying, or harassment is prohibited. Employees are required to ensure respectful and non-discriminatory conduct.

Reports of violations can be submitted via internal reporting channels to supervisors, management, or responsible compliance functions. Reports are treated confidentially and investigated.

In cases of confirmed violations, appropriate measures are taken to protect affected persons.

3. Labour and Social Rights

3.1 Freedom of Association

Blue Seven respects employees' right to join trade unions or to organize collectively, insofar as this is permitted under national law.

3.2 Working Conditions

The company is committed to complying with applicable labour law provisions regarding:

- working time regulations
- remuneration

- occupational health and safety
- holiday and leave entitlements

3.3 Prohibition of Forced Labour and Child Labour

Forced labour and child labour are not tolerated within the company's own operations or in the supply chain.

In the event of violations of these principles, appropriate contractual and legal measures may be taken, up to and including termination of business relationships.

3.4 Promotion of Employee Well-being

Blue Seven aims to prevent, mitigate, or remedy identified human rights risks within its means. In addition, measures beyond legal requirements may be implemented to promote fair working conditions.

4. Responsibility in the Supply Chain

4.1 Code of Conduct for Business Partners

Suppliers and business partners are subject to additional requirements under a separate Code of Conduct defining minimum human rights, labour, and environmental standards.

4.2 Due Diligence Obligations

Blue Seven conducts risk-based due diligence processes to identify human rights risks in the supply chain and implement appropriate measures to reduce them.

Implementation may be supported by external standards and audit mechanisms (e.g., amfori BSCI).

4.3 Industry Standards and Cooperation

The company participates in industry initiatives aimed at improving social and labour standards in the textile industry.

4.4 Traceability

Within certification and sustainability programmes (e.g., GOTS), systems for supply chain traceability are used and further developed.

5. Multi-Stakeholder Approach and Employee Feedback

Blue Seven participates in industry-related multi-stakeholder initiatives to promote responsible supply chain practices.

Employee feedback is regularly collected within internal processes and considered in improvement measures, insofar as organizationally feasible.

6. Data Protection and Confidentiality

The company is committed to complying with applicable data protection laws (in particular GDPR).

Personal data of employees, customers, and business partners is treated confidentially and processed only within the legally permitted framework.

7. Complaint and Reporting Systems

Employees and external stakeholders may report potential human rights violations via internal reporting channels.

Incoming reports are treated confidentially, reviewed, and processed according to internal procedures. Retaliation against whistleblowers is prohibited.

8. Transparency and Reporting

Blue Seven aims to ensure transparent reporting of its human rights due diligence processes and reports on relevant developments and measures as part of internal or external requirements.

9. Final Provision

Blue Seven is committed to the continuous development of its human rights due diligence processes. The aim is to promote responsible, ethical, and sustainable business practices within its own operations and relevant parts of the supply chain.