

A FAIR  
PARTNERSHIP

CODE OF CONDUCT

fashionette AG

The fashionette AG with its online platforms fashionette.com and brandfield.com is committed to fulfilling its social responsibility in all its business activities and expects the same from its business partners. While conducting our business based on our values and our mission statement, we observe not only process-related, economic and technical criteria but also social and ecological aspects such as human rights and working conditions, prevention of corruption and environmental protection. The following guidelines represent the minimum requirements that we expect our business partners to meet.

The fashionette AG expects its business partners to accept this Business Partner Code of Conduct and to ensure compliance with it – and this also in relation to their respective business partners and affiliated companies. In case that business partners do not comply with a provision of this Code, we expect them to take corrective measures. The fashionette AG reserves the right to terminate contracts with business partners who cannot prove that they are in adherence with the Business Partner Code of Conduct.

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INTEGRITY OF OUR  
INTERACTIONS WITH EACH OTHER



# 1 – INTEGRITY OF OUR INTERACTIONS WITH EACH OTHER

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## HUMAN AND LABOR RIGHTS

Our business partners must respect common ethical values and principles. All fundamental employee rights pursuant to applicable national laws must be observed and the United Nations Universal Declaration of Human Rights, taking into account the laws and regulations applicable in the various countries, must be acknowledged, supported and it must be ensured that there is no involvement in human rights violations.

## OCCUPATIONAL SAFETY AND HEALTH PROTECTION AT THE WORKPLACE

Business partners must ensure occupational safety and health protection for their employees at the workplace in compliance with the applicable laws and regulations and establish an appropriate occupational safety management system. This includes, among other things, compliance with building security and fire protection regulations and, where necessary, providing employees with appropriate protective equipment.

## NO CHILD LABOR AND FORCED LABOR

Child labor, forced labor or other involuntary labor in accordance with the Conventions of the International Labor Organization (ILO) will not be tolerated. Our business partners are committed to the effective abolition of child and forced labor.

# 1 – INTEGRITY OF OUR INTERACTIONS WITH EACH OTHER

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## NO DISCRIMINATION

Dealing with employees, customers, business partners and other third parties must be governed by respect and appreciation. No one may be discriminated against or disadvantaged based on nationality, ethnic origin, race, skin color, sexual identity, religion, ideology or disability, or based on gender or age. The business partners promote a culture of equal opportunities and respect the structures, customs and traditions of other cultures.

## WORKING HOURS AND REMUNERATION

Business partners shall ensure that the working hours and remuneration of their employees are in accordance with the applicable national laws. Minimum wages set by law or collective bargaining agreements may not be undercut. Overtime shall be remunerated in accordance with the statutory regulations and breaks as well as days off shall be granted.

## FREEDOM OF ASSOCIATION

The right of employees to freedom of association and collective bargaining within the framework of applicable laws and local customs must be respected by our business partners. Discrimination against employees who are members of employee organizations is not tolerated.





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INTEGRITY OF OUR  
SOCIAL ACTIONS



## 2 – INTEGRITY OF OUR SOCIAL ACTIONS

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### PROTECTION OF THE ENVIRONMENT, CLIMATE, ANIMALS AND SPECIES

Within the scope of their business activities, business partners are required to observe all applicable laws and regulations for the protection of the environment and to establish and maintain an appropriate environmental management system. They are obligated to adhere to the protection of species. The fashionette AG expects that they, just like the fashionette AG, condemn the illegal trade with endangered animal and plant species and reject animal experiments for the development of new products or materials as well as animal breeding and animal husbandry methods that are not appropriate to the species. To this end, they are required to comply with all applicable EU laws and regulations as well as the internal requirements defined in the sourcing policy of the fashionette AG.

The business partners will contribute to the protection of the environment, the climate and the flora and fauna through their conduct and will promote continuous efficiency improvement in the sense of a conscious and careful handling of resources as well as the minimization of environmental pollution and hazards.

### CONSUMER INTERESTS

The business partners ensure that their products comply with the legal standards with regard to health and consumer protection. They will apply fair and transparent business, marketing and advertising practices.

### RESPONSIBLE MARKETING

Our business partners will ensure that their communication and marketing activities are in line with common ethical and social values and reflect these in every situation. This includes not buying, selling or otherwise using or promoting products that glorify or depict discriminatory, pornographic, graphic or politically extreme views or actions.



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INTEGRITY OF OUR  
BUSINESS CONDUCT

## 3 – INTEGRITY OF OUR BUSINESS CONDUCT

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### FAIR COMPETITION

The business partners will comply with all applicable national and international antitrust and competition laws. They will not participate in anti-competitive agreements and will refrain from any kind of abuse of a possible existing dominant market position. The business partners will implement legal business practices of integrity, respect the industrial property rights of third parties and comply with contracts.

### PREVENTION OF CORRUPTION

Our business partners will consistently reject all forms of corruption, conduct that is detrimental to the company and unfair business practices and will comply with applicable laws. Corrupt practices include, in particular, bribery and kickbacks, fraud, embezzlement, tax evasion and falsification of documents. The fashionette AG expects business partners to take appropriate preventive measures, such as the implementation of internal company guidelines, training and sanctions in case of violations. Particular attention should also be given to gifts and hospitality. A transparent, fair, law-abiding and reliable way of dealing with business partners must be ensured.

### NO MONEY LAUNDERING ACTIVITIES

The business partners will not participate in any form of money laundering activities and will comply with their legal obligations.

### AVOIDANCE OF CONFLICTS OF INTEREST

Business decisions in connection with business dealings with the fashionette AG are to be made exclusively on an objective basis. Conflicts of interest, or the appearance of one, are avoided by our business partners.





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SUPPLY CHAIN  
REPORTING VIOLATIONS



## 4 – SUPPLY CHAIN

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The fashionette AG expects its business partners to communicate the contents of the Business Partner Code of Conduct to their subcontractors and suppliers and to promote compliance appropriately.

## REPORTING VIOLATIONS

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Business partners can report any indications of compliance violations, including suspicion of corrupt practices, anti-competitive behavior or money laundering to the Compliance Officers of the fashionette AG at [compliance@fashionette.com](mailto:compliance@fashionette.com)

fashionette AG  
Lierenfelder Straße 45, 40231 Düsseldorf

[compliance@fashionette.com](mailto:compliance@fashionette.com)

**fashionette AG**