



Berufsbekleidung mit Herz

Declaration of Principles on Respect for Human rights and Environmental obligations of Güldi-Moden GmbH

April 2026

Fundamental

The management and Executive Board have been involved in the Textile Association for years, support charitable organizations and participate in research projects on the topics of waste prevention, recycling and the circular economy.

We are committed to our social responsibility at all times. As a member of the German Textile and Fashion Industry Association, we have committed ourselves to the Code of Conduct of the Textile & Fashion Association as a whole.

Güldi-Moden GmbH is committed to respecting human rights in accordance with the principles of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the Declaration of the International Labour Organization (ILO) on the Fundamental Principles and Rights at Work. In doing so, the management of Güldi-Moden places a conscious eye on vulnerable groups such as women, children, the indigenous population, minorities, migrants or people with disabilities. In order to ensure the needs of these groups, we rely on close and trusting communication with our

suppliers. We are also committed to promoting living wages in our supply chain.

In addition, we are committed to respecting environmental obligations and promoting internationally recognized frameworks such as ZDHC. The legal provisions of laws on environmental protection and ecology are regarded by Güldi as minimum requirements. Sustainability is a guiding principle in all corporate decisions. We are committed to the goal of steadily increasing the use of sustainable materials along the supply chain.

We reject any form of unclean business practices in accordance with the UN Convention and avoid corruption and covert cartel formation. The guidelines are German and European antitrust law.

We have devoted ourselves in particular to the restructuring of the workforce at one of our most important suppliers in order to improve the handling of homeworkers and to strengthen their rights.

Güldi advocates the strict separation of corporate from private interests. Transparency and commitment are effective instruments to bind the aforementioned.

Güldi puts the interests and trust of its customers at the forefront. All our products are skin-friendly and specifically designed for the respective use in professional life. Quality and delivery



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reliability are the guiding principles of our actions.

In cooperation with all participants, Güldi acts openly, truthfully and as a reliable partner. Güldi and its employees are dedicated to sensitivity with confidentiality.

We are committed to responsible procurement and purchasing practices. When designing our corporate due diligence, we closely follow the UN Guiding Principles and the OECD Due Diligence Guidelines for Promoting Responsible Supply chains in the clothing and footwear Industry. In the course of this, we analyse our risks once a year and on an occasion-related basis. This year, no serious risks were identified at the level of our suppliers as a result of effective measures. However, we continue to closely monitor developments in the field of the environment and human rights also at the country level - in particular in Tunisia, where one of our most important suppliers is based.

In order to continuously prevent and minimize the risks considered, Güldi-Moden is in regular contact with its suppliers during personal visits. Here, quick scans are carried out at the production sites in order to monitor compliance with human rights and environmental requirements and to identify further need for action at an early stage. In addition, we support our suppliers with certifications to ensure our social and ecological standards. Should actual negative effects on human

rights and the environment occur as a result of our business activities, Güldi-Moden undertakes to provide appropriate remedies, to make amends and to prevent further cases. Notices and complaints can be sent via the email address, compliance@gueldi.de be transmitted to Güldi-Moden. These will be treated confidentially and anonymously.

Human Rights Strategy

Our human rights strategy is based on a thorough risk analysis. In doing so, we consider material risks, risks of our business model and purchasing practices, as well as risks of our suppliers at the country level. This process is underpinned by internal knowledge and reliable external sources, such as the OECD Guidelines for the Textile Industry. Occasionally, we obtain knowledge from external experts, such as [apsus GmbH](#).

Based on the identified risks, we have developed measures aimed at preventing, mitigating or remedying any risks. Furthermore, we have established a complaints mechanism that is accessible both to our own employees and to external whistleblowers. For internal Güldi modes, this is available in the form of a complaint box. Difficulties of external stakeholders or employees of companies within our supply chain, can compliance@gueldi.de get in touch with us, and share your well-being with us directly. Complaints are handled



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confidentially and anonymously to protect against retaliation.

We report openly and transparently about our entrepreneurial duty of care.

Expectations of employees and suppliers

We expect our employees and contractual partners to respect human rights and environmental obligations arising from the prevention, mitigation and remediation of the above-mentioned sector risks, as well as the communication of these requirements to other suppliers in the lower supply chain.

If the cooperation with another company is requested in the form of a subcontracting in the case of Güldi-Moden, the same conditions apply as for the direct supplier. The CoC is signed and complied with; an on-site audit by the sustainability officer of Güldi-Moden can be carried out if required. All requested documents that are required for the assessment of the new company should be provided.

After receiving a new certificate (Güldi), which results from an audit, necessary adjustments to new regulations are communicated along the supply chain. All partner companies are motivated to participate in sustainability practices, and the support is valid to allow in the implementation.

Internal alignment within the company

The Declaration of Principles and all other measures of the due diligence management are approved and signed by the Management. A staff unit for digitalization, sustainability and corporate due diligence has been formed, headed by Trutz-Tarek

Wippermann and supported by apsus GmbH.

Furthermore, our Declaration of Principles is publicly accessible on our website. Our employees are informed via a notice on the bulletin board. In addition, the declaration of principles is shared with our suppliers.

We recognize that risks can change due to external influences or a change in business activities. For this reason, our risk analysis and all other measures as part of the due diligence management are continuously reviewed and updated as required. This is how we continuously develop our sustainability management.



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