



*Berufsbekleidung mit Herz*

## **Declaration of Principles on Respect für Human rights and Environmental Obligations of Güldi-Moden GmbH**

As of May 2025

### **Fundamentals**

The management and senior management have been involved in the textile association for years, support charitable organizations and participate in research projects on the topic of waste prevention, recycling and the circular economy.

We are committed to our social responsibility at all times. As a member of the Gesamtverband der deutschen Textil- und Modeindustrie, we have committed ourselves to the Code of Conduct of the Gesamtverband Textil & Mode.

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 International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The management of Güldi-Moden places a conscious focus on vulnerable groups such as women, children, indigenous people, 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 from laws on environmental protection and ecology are considered 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 according to the UN Convention and avoid corruption and covert cartel formation. The guidelines are German and European antitrust law.

In particular, we have dedicated ourselves to the restructuring of the workforce at one of our most important suppliers in order to improve the treatment of homeworkers and strengthen their rights.

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

Güldi puts the interests and trust of its customers in the foreground. All our products are skin-friendly and specifically designed for the respective use in professional life. Quality and delivery reliability are the guiding principles of our actions.



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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 analyze 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. Notes can be sent to Güldi modes via

[compliance@gueldi.de](mailto:compliance@gueldi.de) be shared. 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 the hessnatur Foundation.

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](mailto:compliance@gueldi.de) get in touch with us, and share your well-being with us directly. Complaints are handled confidentially and anonymously to protect against retaliation.

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



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## **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. For reasons of transparency, Güldi-Moden prohibits subcontracting to suppliers that has not been expressly approved.

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 on the part of Güldi-Moden is approved and all requested documents 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.

## **Embedding in the company structure**

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 established, headed by Trutz-Tarek Wippermann and supported by the hessnatur Foundation.

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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Trutz-Tarek Wippermann  
Sustainability Management

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Alfred Wippermann  
Geschäftsführung

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