

YOU&MEFASHION
Habermann OHG

CODE OF CONDUCT
2021

Möhlstraße 23,
81675 München,
HRA 91640 Amtsgericht München

Table of contents

1	Code of Conduct.....	3
1.1	Human dignity	3
1.2	Compliance with legal requirements.....	3
1.3	Child labour.....	3
1.4	Forced or compulsory labor and disciplinary measures	3
1.5	Working conditions and remuneration	3
1.6	Discrimination.....	4
1.7	Freedom of organization and assembly.....	4
1.8	Occupational health and safety.....	4
1.9	Environmental protection	4
1.10	Operational implementation	4

1 Code of Conduct

You & Me Fashion Habermann OHG observes minimum social standards within its own organization and in its relations with its business partners. Furthermore is You & Me Fashion Habermann OHG an amfori member with the "Business Social Compliance Initiative" (BSCI), formed under the auspices of the European Foreign Trade Association. Using that platform, You & Me Fashion Habermann OHG has developed its own Code of Conduct with the aim of raising the minimum social standards practiced by its business partners in various countries. These minimum standards form the fundamental basis for the business relationships between You & Me Fashion Habermann OHG and its counterparties.

1.1 Human dignity

Human dignity constitutes an elementary requirement for human coexistence and must be respected.

1.2 Compliance with legal requirements

National and other relevant laws and regulations as well as the ILO and UN conventions must be complied with. Whatever applicable rules or regulations are best suited to achieve the protected interests, those shall always be controlling. Bribery and any other forms of corruption are prohibited.

1.3 Child labour

Child labour as defined in the ILO and UN conventions, the SA8000 International Standard or by national law shall be prohibited in the production of goods or provision of services for You & Me Fashion Habermann OHG. Written policies and procedures shall be established to eliminate violations of this prohibition; adequate support to enable such children to attend and remain in school shall be provided. Young workers, who, as defined in the SA8000 International Standard, are over the age of 15 but under the age of 18, may only be employed outside of school hours. Daily working hours shall under no circumstances exceed 8 hours and the total period of time spent daily at school, at work and during transport shall not exceed 10 hours. Young workers may not work during night hours.

1.4 Forced or compulsory labor and disciplinary measures

All forms of forced labour are prohibited. Any use of corporal punishment, coercive mental or physical duress as well as insulting verbal abuse is prohibited.

1.5 Working conditions and remuneration

Applicable national labour laws shall be complied with. Wages and other benefits must at the very least, comply with statutory provisions and/or the standards applicable to the local production industry. Wages and other benefits must be clearly defined and paid out and / or provided at regular intervals. The aim is to pay wages and other benefits that will cover the cost of living to the extent that the statutory minimum wage is insufficient in this regard. Any deductions for non-cash benefits shall only be permitted provided they are limited in scope and reasonably compared to the value of the noncash benefit. The normal workweek shall be defined by law but shall not exceed 48 hours. Overtime work shall not exceed 12 hours per week; additional overtime work shall be permitted only where needed in order to meet short-term business demand and permitted under a collective bargaining agreement. Any overtime hours worked shall be remunerated separately or remunerated in the form of compensatory time. Following six consecutive working days, an employee shall be entitled to a day off work. Additional consecutive working days shall only be admissible if this is permitted under national law and a collective bargaining agreement. In addition, there is a ban on unauthorised subcontracting by producers and business partners. Appropriate measures are taken in the event of any violations.

1.6 Discrimination

Any discrimination based on an employee's gender, sexual orientation, age, religion or ideology, race, ethnic origin, national or social origin or disability shall be prohibited.

1.7 Freedom of organization and assembly

Workers' rights to establish work-related organizations and join these as well as their rights to conduct collective bargaining in accordance with the respective national laws and regulations as well as ILO conventions must not be restricted. Workers must not be discriminated against for exercising these rights.

1.8 Occupational health and safety

A safe and healthy workplace environment shall be provided. Any conditions in the workplace and in operational facilities, which violate fundamental human rights, shall be prohibited. Young workers in particular shall not be exposed to any situations that are hazardous or unsafe to their physical and mental health and development. Personnel shall be provided with health and safety training in the workplace on a regular basis. A senior management representative shall be appointed to be responsible for ensuring a safe and healthy workplace environment for all personnel and for introducing and implementing health and safety standards in the workplace.

1.9 Environmental protection

Environmental and safety-related regulations regarding waste disposal, handling of chemicals or other hazardous materials or substances shall be complied with. Employees shall be instructed on how to handle hazardous materials and substances.

1.10 Operational implementation

The aforementioned social standards shall be implemented and monitored by establishing a corporate social responsibility policy and corresponding company-internal procedures. A company-internal system for reporting violations of these social standards shall be established; employees who report any violations may not be disciplined or discriminated against as a result.

The business partners hereby agree that the implementation of the social standards may be checked at any time either by You & Me Fashion Habermann OHG itself, or by an independent third-party auditor appointed by You & Me Fashion Habermann OHG.

Counterparties of You & Me Fashion Habermann OHG hereby agree to implement these social standards.

Munich, February 2022



Harry Habermann
Gesellschafter