



## **Code of Ethical and Social Business Conduct**

This Code of Ethical and Social Business Conduct is binding for all covered persons of the KSports GmbH. It sets a framework of certain nonnegotiable minimum standards of behavior in key areas all employees commit to. For this, we define criteria for respected, healthy, safe and fair working conditions and environmental responsibility throughout our textile supply chain.

Employees in this and following context include all direct or indirect members and partners of the company.

### ***Compliance with the Law***

All employees of the company are required to comply with all relevant and applicable laws, regulations and rules. This compliance has the highest priority and must never be compromised.

### ***Human and Labour Rights***

We respect internationally recognized human rights and support their observance. This includes a ban of any kind of child, forced, bonded, intimidating, servitude or indentured labour. We prohibit any form of harassment, physical and mental abuse and disciplinary punishment. The right of collective bargaining and social partnerships is also respected as the freedom of association. We respect and implement the fundamental human right of non-discrimination. Fair compensation, equal pay for women and men for work of equal value, continued pay in case of illness and also paid overtime and leave, maternity protection and adequate working hours.

Furthermore, we encourage all employees to get involved social community charity efforts.

These requirements presuppose, that all employees are provided with written and understandable information about their human and labour rights and have a written employment contract.

KSports GmbH/ Ostermoorweg 16/ 25474 Bönningstedt/ Germany

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Trade ID: DE204894207\_HRB 4886 PI  
Managing Director: Thomas Köhlert



### ***Occupational Health and Safety***

Compliance with all legislation to protect humans and the environment is of highest priority. This is applicable for our products as well as for our processes. For that we ensure adequate occupational medical assistance and related facilities. Employees are regular health and safety trained. An immediate and binding requirement for building security and fire protection is guaranteed. A hygienic and safe working place must always be provided.

Furthermore, we ask our employees to deal responsibly with natural resources and to protect the environment within the given work scope as well as in the private sphere. For that we support education and training for ecological behavior act.

### ***Fair Competition***

Agreements and concerted practices between competitors are prohibited if their objective or effect is to prevent or restrict competition.

### ***Animal Welfare***

We do not expect any employee to choose a vegan lifestyle, but we demand a considerate approach to all living beings- therefore all employees are encouraged and required to respect animal welfare.

### ***Corruption***

Corruption, embezzlement, extortion or antitrust violations will not be tolerated. We prohibit our employees from engaging in any form of bribery. While dealing with business partners, they must never demand or accept anything of value, which could be understood as an attempt to influence business activities.



### ***Conflict of Interest***

We expect all employees to be honest and loyal to the company and to act responsibly in the spirit of integrity. Own personal demands should not in any way influence the professional task.

When differences or conflicts in standards arise, employees are expected to comply with the highest standard that is in the most in favor of the employees.

### ***Privacy and Data Protection***


KSports GmbH declares to fully respect and protect the privacy of its employees, consumers and stakeholders. All personal data collected and held by the company will be processed fairly, transparently, carefully and in compliance with the locally applicable data privacy laws. Confidential employee, consumer or stakeholder information shall not be disclosed to anyone outside the company without proper authorization or unless required by law.

### ***Contact us:***

If anyone is violating any elements of this Code of Ethical and Social Business Conduct, we would like to know it. Please bring these issues to our attention by contacting us via email or phone. All information we receive will be kept in strict confidence and your identity protected.

Thank you.

Signature of responsible person

  
Thomas Köhlert; Geschäftsführer/ KSports GmbH

*Hamburg, Germany, 06<sup>st</sup> August 2019*

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