



G-STAR RAW SUPPLIER CODE OF CONDUCT

2022 v.6

Introduction

G-Star RAW is committed to producing high-quality and ethically manufactured products at a good value to its customers. The G-Star RAW Supplier Code of Conduct ('Code') outlines G-Star RAW C.V. ('G-Star')'s minimum social and environmental standards regarding the conditions under which its products shall be manufactured. The minimum standards set in this Code are fundamental in G-Star's sourcing strategies, how we evaluate baseline factory performance, and determine the suppliers with which G-Star will continue to engage and grow our business.

This Code is based on internationally recognized guidelines and standards, set by:

- The Organisation for Economic Co-operation and Development (OECD) guidelines for Multinational Enterprises
- International Labour Organization (ILO) Core Conventions
- United Nations Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- United Nations Global Compact
- United Nations Conventions on the Rights of a Child and the Elimination of all forms of Discrimination Against Women
- Ethical Trading Initiative (ETI) Base Code
- Zero Discharge of Hazardous Chemicals (ZDHC) guidelines
- ISO 14000

G-Star strives to only do business with suppliers that share its values and commitment to fair and safe labour practices and that observe environmentally conscious practices in the locations where they operate. We do not wish to work with any supplier that directly or indirectly through its (G-Star approved) sub-contractors or business partners, knowingly and negligently violate the applicable laws of the country where the products are manufactured, or the standards outlined in this Code. G-Star will take appropriate actions upon notification of such violations, which may immediately impact the supplier's operations and relationship with G-Star. This Code applies to all suppliers, their subcontractors and other business partners involved in the purchasing, manufacturing, and finishing processes of products commercialized by G-Star and/or any G-Star-affiliated companies. Suppliers are responsible to communicate this Code to their subcontractors and business partners and to ensure that G-Star's expectations are implemented and adhered to by every facility involved in the supply chain of G-Star products.

Our general rule is that all our suppliers, their sub-contractors and other business partners must follow the applicable national laws in all their activities in the countries in which they operate, and comply with the standards defined by G-Star in this Code. Should there be any differences between the requirements set out by applicable laws and regulations and by G-Star, the more stringent requirements shall apply. If G-Star's expectations conflict with applicable laws and regulations, the supplier must notify G-Star immediately before signing this Code and at any time thereafter in the event a conflict arises after the signing of the Code.

G-Star continuously encourages all suppliers to improve their fair and safe labour and environmental practices. Since no code can be all-inclusive, suppliers must ensure that no abusive, exploitative conditions, environmentally unfriendly practices, or unsafe working conditions exist at the facilities where G-Star products are manufactured. Besides monitoring compliance with the Code, G-Star collaborates and engages in dialogues with suppliers to strengthen their social and environmental standards as set out below, G-Star commits to supporting their suppliers in understanding and achieving the social and environmental standards through supplier training and using the G-Star 'Social and Labour Guidelines' and 'Environmental Guidelines'. These documents provide further explanation, guidance and reference to best practices for suppliers.

G-Star values equal partnerships and understands its role and responsibilities towards partners and suppliers. In that vein, G-Star commits to responsible sourcing and purchasing practices through the Action, Collaboration, Transformation membership (hereinafter "ACT") commitments. All ACT member brands, including G-Star, have adopted commitments on purchasing practices and the ACT is a monitoring instrument that can measure the implementation of these purchasing commitments. These commitments include five essential areas: fair terms of payment, full coverage of wages, increase in FOB prices, better forecasting and planning, training and responsible exit.

This Code will be regularly reviewed and modified or updated. Modifications and updates to the Code will be communicated to the supplier in writing, digitally or otherwise as deemed appropriate by G-Star RAW. Modifications and updates will take effect as of the date of their communication to the supplier unless a different effective date is communicated by G-Star RAW. The effective date of any modification or update will be determined by G-Star acting reasonably and taking into account (i) the nature of the modification or update, (ii) the interest of G-Star RAW in remaining up to par with applicable legislation and ethical standards, (iii) any possible necessity of a reasonable timeframe for the implementation of the modification or update in the supplier's operations and supply chain and (iv) other legitimate interests and circumstances.

Human Rights Due Diligence

With this Code, G-Star affirms its commitment to exercising human rights due diligence and environmental protection in its supply chain in accordance with the [OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#) ("OECD Guidance"). Through a proper due diligence procedure, we aim to identify, prevent, mitigate, account for and remediate adverse human rights, as well as environmental impacts in our supply chain.

Besides the principles described in the OECD Guidance, G-Star may elect to undertake additional due diligence steps or may be required by law to undertake such further steps. We expect our suppliers to provide any and all cooperation deemed necessary by G-Star in this process.

General standard

1. Transparency

- 1.1 To achieve overall conformity and traceability at all levels of the supply chain, transparency must be a fundamental component of the business relationship.
- 1.2 G-Star requires suppliers to disclose all production locations and guarantee G-Star products are exclusively manufactured at the locations indicated. It is also required to map, track and monitor the supply chain and continuously provide G-Star with information related to owned and/or subcontracted farms, mills, plants, factories and other sites which are involved in the production of G-Star products.

2. Subcontracting Policy

- 2.1 Subcontracting, such as but not limited to CMT (cut-make-trim manufacturing), printing, embroidery, dyeing and finishing and laundry is accepted only with G-Star's prior written approval and full knowledge of the locations.
- 2.2 As a general rule, G-Star prohibits subcontracting to homeworkers (people working from their homes or other premises of their choosing other than the workplace, for payment, which results in a product or service specified by the employer), because of limited resources to monitor homeworkers. G-Star only allows homeworkers in its supply chain if this is pre-approved by the Sustainability Department.
- 2.3 Although there is no direct contractual relationship with G-Star, we do require the subcontracting facility to be compliant with this Code. To avoid working with subcontractors that are not compliant, it is of the utmost importance that subcontractors pass through a subcontractor entry process and are monitored regularly.

Social standard

3. Employment is freely chosen

- 3.1 Suppliers are required to recognize and follow the ILO Forced Labour Conventions¹ and must not engage in or be complicit to any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. Mental and physical coercion, slavery, state-imposed forced labour and human trafficking are prohibited throughout our supply chain.

¹ ILO Convention 29 Forced Labour Convention, 1930, ILO Convention 105 Abolition of Forced Labour Convention, 1957, ILO Protocol 2014 to the Forced Labour Convention

- 3.2 Employees are granted the freedom from deception and coercion and are not required to lodge any type of deposits or hand over government-issued identification, passports or work permits as a condition of employment. If local law requires identification, the employee may provide the supplier with a copy of their passport or other identification.
- 3.3 Employees must be free to leave the workplace at all times and the freedom of movement of those who live in employer-controlled residences is not restricted.
- 3.4 Employees must receive clear and transparent employee contracts and have the freedom to terminate the contract and change employment provided that workers give reasonable notice to the employer, within the frame of national legislation.
- 3.5 Suppliers shall act with special diligence when engaging and recruiting migrant workers both directly and indirectly. This responsibility encompasses adhering to international principles of fair responsible recruitment, including the Employer Pays Principle, and requiring the same from their recruitment partners, when engaging and recruiting all workers, either directly or indirectly.
- 3.6 Suppliers must provide workers with understandable information in their own language and ensure that they are aware of their rights, responsibilities, and employment conditions, including working hours, remuneration and terms of payment in their own language, before entering employment.

4. Freedom of Association and Collective Bargaining are respected

- 4.1 Our suppliers shall adhere to ILO Conventions² relevant to Freedom Association and Collective Bargaining and honour the right of employees to respect the right of workers to form and join trade unions – or to refrain from doing so, and bargain collectively, in a free and democratic way, without distinction.
- 4.2 For employees to be able to voice their comments/concerns, suppliers should encourage open communication between workers and management. Employees should not be subjected to intimidation or harassment in the exercise of their right to join or to refrain from joining any organization.
- 4.3 Suppliers must not threaten, penalize, restrict or interfere with employees' lawful efforts to join associations.
- 4.4 Worker representatives should not be discriminated against and should be able to carry out their representative functions in the workplace and a meaningful representation of all workers, without distinction and irrespective of sex should be assured.
- 4.5 Supplier shall not prevent worker representatives and recruiters from having access to workers in the workplace or from interacting with them.
- 4.6 Where the right of freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

5. Working conditions are healthy and safe

- 5.1 Suppliers observe this principle when they follow the ILO Occupational Safety and Health Convention³ and respect the right to healthy working and living conditions of employees and local communities. Vulnerable individuals such as - but not limited to - young workers, new and expecting mothers and persons with disabilities, shall receive special protection.
- 5.2 Effective measures shall be taken to prevent workers from having accidents, injuries, or illnesses, arising from, associated with, or occurring during work and/or because of the operations of suppliers' facilities. These measures aim to minimize hazards inherent within the workplace. Workers may not be exposed to physical, chemical or biological hazards above occupational exposure limits and must be provided with the right to exit the premises and/or stop working without seeking permission in dangerous situations and uncontrolled hazards.
- 5.3 Suppliers must provide a safe and hygienic working environment (and when applicable living environment) to their employees and ensure minimum conditions of light, ventilation, hygiene, the absence of nuisance violations, fire prevention and safety measures. In addition, access to clean toilet facilities and potable water, and, if appropriate, sanitary facilities for cooking and food storage shall be provided.
- 5.4 If utilizing ground (well) or surface water as a source for drinking water, suppliers are required to have a water sampling program in place, with samples tested at least quarterly for all

² ILO Convention 87 Freedom of Association and Protection of the Right to Organize Convention, 1948, ILO Convention 98 Right to Organize and Collective Bargaining Convention, 1949

³ ILO Convention 155 - Occupational Safety and Health Convention



- parameters required by local law or in absence of local law, international standards of water quality.
- 5.5 Suppliers will seek to improve workers' protection in case of an accident, including through a compulsory insurance scheme and ensure equal access to adequate occupational medical assistance and related facilities. Services (including insurance) should serve the distinctive concerns and needs of all sexes.
 - 5.6 Effective and tailored Personal Protective Equipment (PPE) shall be provided to all workers free of charge, taking the needs of different workers, such as pregnant and nursing women, into consideration,
 - 5.7 Take all appropriate measures to ensure the stability and safety of the equipment and buildings they use, as well as to protect against any foreseeable emergency.
 - 5.8 Suppliers will also ensure that these same standards meeting the basic need of workers are applied to any provided residential facilities or canteen facilities.
 - 5.9 All employees shall receive regular health and safety training, at least on an annual basis, and the supplier must keep records of provided training. Such training shall be repeated for new or reassigned workers.
 - 5.10 Suppliers shall assign responsibility for health and safety to a senior management representative and ensure active cooperation between management and workers for the development and effective implementation of systems that ensure a safe and healthy work environment. It is also expected to maintain records of all health and safety incidents in the workplace and all other facilities that are provided or mandated.

6. Child labour is not used

- 6.1 Suppliers must not engage in or support the use of child labour as defined in ILO Convention⁴ C138 and/or C182 and protect children from any form of exploitation.
- 6.2 Factories must only employ workers who meet the applicable minimum legal age requirement or of at least 15 years of age, whichever is greater unless the exceptions recognized by the ILO apply. In any event, this specified age shall not be less than the age of completion of compulsory schooling.
- 6.3 All official documentation stating each worker's age must be available for review. In those countries where official documents are not available to confirm the exact date of birth, factories must establish robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker.
- 6.4 Workers under the age of 18 shall not be employed at night or in hazardous conditions which are prejudicial to their health, safety, morals, and development. Suppliers must ensure their working hours do not harm their attendance at school, their participation in vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programmes.
- 6.5 Suppliers shall take special care to proactively identify, develop, participate and contribute to measures, policies and programmes that ensure the protection of impacted children. If a child is found to be performing child labour, suppliers shall provide the transition to enable him/her to attend and remain in quality education until they are no longer a child.

7. Wages and benefits are provided to all workers

- 7.1 Suppliers must adhere to relevant ILO conventions⁵ and pay employees at least the minimum wage required by local law or the prevailing local industry wage (whichever is higher) based on the work performed. Wages should always be enough to meet basic needs and to provide some discretionary income and must refer to standard working hours.
- 7.2 Suppliers must provide to employees all legally mandated benefits inclusive of annual leave, maternity leave and holidays as stipulated by law as well as social benefits that are legally granted, without negative impact on their pay, level of seniority, position, or promotion prospects.
- 7.3 Level of wages must be equal and reflect the skills, responsibility, seniority, and education of workers.
- 7.4 All employees must be paid regularly and on time, in a stable manner and fully in a legal tender. In addition to their compensation for regular hours of work, employees must be compensated for overtime at a premium rate. Partial payment in the form of allowance "in kind" is accepted in line with ILO specifications.

⁴ ILO Convention C138 - Minimum Age Convention, 1973, ILO Convention C182 - Worst Forms of Child Labour Convention, 1999.

⁵ ILO Convention C95 - Protection of Wages Convention, 1949, ILO Convention 100 Equal Remuneration Convention, 1951, ILO Convention C131 - Minimum Wage Fixing Convention, 1970

- 7.5 Where a pay rate for production, quota or piece work, is established, suppliers must allow employees to earn at least a wage which respectively meets or exceeds applicable legal minimum wages, industry standards, or collective bargaining agreements (where applicable) within standard working hours.
- 7.6 Suppliers must assess the pay gap accurately, and work progressively towards the payment of a living wage which is sufficient to cover a decent standard of living for the workers and their families,
- 7.7 All workers shall be provided with understandable information about their employment conditions in writing, including wages and benefits before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- 7.8 Deductions of wages are only accepted under the conditions and to the extent allowed by law or fixed by a collective agreement. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

8. Working hours are not excessive

- 8.1 Suppliers must adhere to relevant ILO Conventions⁶ and ensure that regular working hours or overtime do not exceed the legal maximum according to local law or industry standards, whichever affords greater protection. In any event, workers shall not, on a regular basis, be required to work more than 48 hours per week.
- 8.2 Employees must be granted the right to resting breaks in every working day and at least one day off for every 7 days on average, unless exceptions defined by collective agreements apply.
- 8.3 Overtime shall be exceptional, voluntary and based on mutual agreement with workers and paid at a premium rate of a minimum of 125% of the standard rate. In any event, overtime shall not exceed 12 hours per week and shall not be demanded on a regular basis. Overtime shall not represent a significantly higher likelihood of occupational hazards, and in no circumstance go beyond the limits defined under national legislation.
- 8.4 Suppliers must record all employees' working hours completely and accurately and time records for all workers must be available for review.

9. No discrimination is practised

- 9.1 Suppliers must adhere to relevant ILO Conventions⁷ and should treat all workers with respect and dignity and only employ workers based on their ability to do the job, not based on their personal characteristics or beliefs.
- 9.2 No person must be subject to any discrimination or exclusion in employment, including hiring, salary, benefits, access to training, advancement, discipline, termination or retirement, based on sex, gender, race, religion, age, disability, disease, sexual orientation, nationality, political affiliation or opinion, social, ethnic and national origin, maternity or marital status, membership in unions or any other legitimated organisations, family responsibilities or any other condition that could give rise to discrimination.
- 9.3 Suppliers are expected to provide gender-sensitive and equal opportunities and treatment throughout recruitment and employment. All workers shall receive equal remuneration, irrespective of sex, for work of equal value, equal evaluation of the quality of their work and equal opportunities to fill all positions open.
- 9.4 Suppliers shall provide appropriate services and accommodation to female workers in connection with pregnancy, childbirth and nursing.

10. Regular employment is provided

- 10.1 To every extent possible, work performed must be based on recognized employment relationship established through national law, custom or practice, and international labour standards, whichever provides greater protection,
- 10.2 Obligations to employees under applicable labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, seasonality

⁶ ILO Convention 1 Hours of Work [Industry] Convention, 1919, ILO Convention 14 Weekly Rest (Industry) Convention, 1921

⁷ ILO Convention 100 Equal Remuneration Convention, 1951, ILO Convention 111 Discrimination (Employment and Occupation) Convention, 1958, ILO Convention 183 Maternity Protection Convention, 2000,



- or contingency work when used to undermine workers' protection, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.
- 10.3 Suppliers should aim at providing decent, and where relevant, flexible working conditions that also support workers, irrespective of sex, in their roles as parents or caregivers, including migrant and seasonal workers whose children may be left in their hometowns.
- 11. No harassment or abuse is allowed**
- 11.1 Suppliers must adhere to the ILO Violence and Harassment Convention⁸. Employees must be treated with respect and dignity at all times.
- 11.2 Supplier must not engage in or permit physical or abusive acts to punish or coerce workers. Suppliers must ensure that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace, as well as threats of violence and abuse, including corporal punishment, verbal, physical, sexual, economic or psychological abuse, mental or physical coercion, or other forms of harassment or intimidation
- 11.3 Suppliers are expected to verify that workers are not harassed, disciplined, or retaliated for reporting issues on any of the grounds listed above.
- 12. Bribery and corruption**
- 12.1 G-Star has a strict zero-tolerance policy against any form of bribery, corruption extortion or embezzlement, including but not limited to, the promising, offering, giving or accepting of any improper monetary or other incentives directly or indirectly, material or immaterial to any person, foreign/domestic public or political official, political party, party official, an employee of a state-owned enterprise, a candidate for public or political office or any other third party to induce such officials or third party to use their influence with a government or other entity. This means that permitting, tolerating, or engaging, directly or indirectly, in bribery, corruption, fraud, or other unethical business practices is strictly prohibited and will not be tolerated.
- 12.2 Suppliers must not falsify or participate in falsifying any information or in any act of misrepresentation in the supply chain.
- 12.3 Suppliers shall develop and adopt adequate internal controls, programmes, training or measures for preventing and detecting corruption, extortion, embezzlement or any form of bribery, developed based on a company-specific risk assessment.
- 12.3 Suppliers are expected to collect, use, and otherwise process personal information (including that from workers, business partners, and customers in their sphere of influence) with reasonable care. The collection, use and other processing of personal information must comply with privacy and information security laws and regulatory requirements.
- 12.4 This article extends to affiliates, directors, officers, employees, agents and any other representative acting on behalf of the supplier. The anti-bribery and corruption policy applies in all dealings with any domestic or foreign business partners, private subjects, public officials or G-Star representatives.

Environmental standard

- 13. Legal compliance, permits and licenses**
- 13.1 As a strict minimum, suppliers, their subcontractors and business partners must comply with all applicable environmental laws, rules, regulations and standards applicable to the workplace, the products produced the methods of manufacture and the communities where they operate. In cases national environmental legislation is weak or poorly enforced, suppliers are expected to comply with international standards
- 13.2 Suppliers must obtain and maintain all relevant environmental permits, approvals, licenses and registrations for their operations, including but not limited to soil, water, air quality and waste management.
- 13.3 Suppliers shall identify and assess the significant environmental impact of operations and establish effective policies and procedures that reflect their environmental responsibility. Suppliers must seek to implement adequate measures to prevent mitigate and remediate adverse impacts on the surrounding communities, natural resources, and the overall environment.

⁸ ILO Convention 190 Violence and Harassment Convention, 2019

14. Soil, water and air contamination

- 14.1 Suppliers must not cause or knowingly permit contamination of soil and groundwater. Facilities must meet all legal requirements and holds all relevant, up-to-date permits governing contaminated land, soil and groundwater pollution prevention.
- 14.2 Suppliers must identify and monitor potential pollutants that might cause contamination of soil, groundwater and/or air.
- 14.3 Suppliers shall investigate risks associated with and opportunities to reduce soil, water and air contamination.

15. Chemicals management

- 15.1 Suppliers must comply with G-Star's Restricted Substances List (RSL) and Zero Discharge of Hazard Chemicals' (ZDHC) latest Manufacturing Restricted Substances List (MRSL) and adopt a chemical procurement policy with goals for ZDHC MRSL conformant procurement.
- 15.2 Chemicals and hazardous substances shall be properly labelled and stored in dedicated, secure and ventilated areas and disposed of in a safe and legal manner, in accordance with applicable laws.
- 15.3 Suppliers are required to carry out, monthly, ZDHC's Performance InCheck Reports in accordance with the latest ZDHC Performance InCheck Guidelines, including the scope of chemicals defined in the document. Suppliers are requested to follow the (corrective) actions based on the Performance InCheck Report.
- 15.4 Suppliers must have appropriate and operable protective safety equipment and hazard signage in all areas where chemicals are stored and used.
- 15.5 A Material Safety Data Sheet (MSDS) must be available to employees for all chemicals used in the workshop areas, in the local language and the language spoken by workers, if different from the local language.
- 15.6 Suppliers shall have a chemical spill and emergency response plan that is tested and reviewed periodically.
- 15.7 Training must be provided to all employees who use chemicals on chemical hazards, risk, proper handling, and what to do in case of emergency or spill.
- 15.8 Suppliers are expected to follow ZDHC's Supplier to Zero Programme to identify areas of improvement in sustainable chemical management and reduce risks.

16. Wastewater discharge

- 16.1 All outgoing wastewater must be treated before it is discharged to water bodies in compliance with applicable local laws and regulations. All outgoing water from wet processes must comply with local laws and regulations and/or the latest ZDHC Wastewater Guidelines, whichever is stricter. This also applies to wastewater being treated off-site.
- 16.2 Wastewater testing for wet processing facilities must be conducted in accordance with the latest ZDHC Wastewater Guidelines at least twice a year, at the latest by April 30 and October 31. Sampling, testing, and reporting can occur anytime during each reporting cycle, as long as there are at least three months between sample dates for the two reporting deadlines.
- 16.3 Suppliers must have a written remediation plan if there is an emergency situation related to wastewater.

17. Waste management

- 17.1 Suppliers must ensure proper segregation, collection, transportation, treatment and disposal of waste, in accordance with all applicable laws and regulations including disposal of hazardous waste.
- 17.2 Suppliers shall maintain records of applicable, up-to-date permits and other documentation governing solid waste and hazardous waste including storage, handling, onsite disposal, offsite disposal, transportation, and waste contractors. Documents should be available for review upon request.
- 17.3 Suppliers must ensure that waste contractors have adequate permits, licenses and qualifications, in particular for hazardous waste.
- 17.4 Suppliers are expected to implement a recycling program which manages industrial and non-industrial waste including paper, paperboard, cardboard, plastics, fabric scraps, wastewater sludge, scrap metal, and any other recyclable material.

17.5 Business partners shall comply with all applicable laws, regulations and procedures governing asbestos and PCBs in their facilities and comply with all applicable laws, regulations and procedures governing the storage and handling of asbestos and PCBs.

18. Raw materials

18.1 Suppliers must comply with the G-Star RAW Responsible Materials & Animal Welfare Policy which contains restrictions and requirements concerning the use of raw materials in our products.

18.2 For certified products, suppliers must provide valid certification according to the accepted standards as listed in the G-Star RAW Materials Animal Welfare Policy.

19. Energy use

19.1 Suppliers are expected to work towards the reduction of the consumption of electricity, gas, oil and other fuels through improved employee awareness, investment in energy-saving equipment and improvement of production and energy efficiency.

19.2 Suppliers are expected to phase out non-renewable energy step-by-step, including coal as the main goal by 2030 latest.

19.3 Suppliers must have an overview of energy sources and record energy consumption by source (including for electricity, gas, mobile/stationary fuel use, and, if applicable, steam and compressed air) and monitor trends in energy usage in intensity terms against production metrics (e.g., weight and/or quantity of garments produced/material processed).

20. Water use

20.1 Suppliers must have an overview of sources from which water is withdrawn and used (e.g. purified drinking water, municipal mains, wells, surface water, collected rainwater, recycled grey water).

20.2 Suppliers must keep records of water consumption per source and monitor trends in water usage in intensity against production metrics (e.g. weight and/or quantity of garments produced/materials processed).

21. Emissions to air

21.1 Facilities shall comply with all applicable laws, regulations and procedures governing air emissions including possessing necessary permits for air emissions and/or reporting its air emissions to the relevant authorities as required by applicable law.

21.2 Suppliers must keep records of the volumes and types of air emissions

21.3 Suppliers should have an action plan to control and facilitate the reduction and elimination of air emissions

22. Land Use and Biodiversity

22.1 Suppliers must meet all legal requirements and holds all relevant, up-to-date permits governing land use and biodiversity with the purpose to limit overexploitation of freshwater resources, contamination of waterways through chemical runoff, non-biodegradable liquid waste, soil pollution, loss of habitat through direct land take and poison of land and marine life.

22.2 Suppliers shall not have a negative impact on designated protection areas or species nor accelerate the loss of habitat and/or endangered species.

22.3 Suppliers shall follow the international conventions on curbing trade in endangered plant and animal species, CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora) and not trade endangered plants and animal species or materials and accessories related to endangered plants and species.

Monitoring and implementation

23. Code and system implementation

23.1 Suppliers are required to implement and maintain the necessary systems to ensure compliance with this Code's social and environmental minimum standards. Suppliers should appoint one contact person of the management per factory who shall be responsible for implementing this Code and communicating this Code and its implications to all the employees. Suppliers should extend the Code principles through their supply chain. This implementation system is a necessary and integral part of this Code.

- 23.2 The implementation system at the supplier and subcontractor level should include the commitment to this Code, a management system, an internal monitoring system, worker training and education and a worker-complaints mechanism.
- 23.3 Suppliers must maintain all documentation on file to demonstrate compliance with this Code and applicable social and environmental laws. Suppliers shall agree to make these documents available for G-Star or designated auditors and submit them to audits with or without prior notice.
- 23.4 Suppliers must not assign any work to parties other than those contracted by G-Star unless prior written approval is given by G-Star and a written commitment to this Code has been received by G-Star from the third party.

24. Monitoring and compliance

- 24.1 As a condition of doing business with G-Star, each factory involved in manufacturing of G-Star products must comply with this Code. To verify this, suppliers must permit audits at any time of all the factories involved in the manufacturing of G-Star products by G-Star employees and/or accredited auditors. As part of the monitoring process, accredited auditors must be allowed to conduct interviews with workers on a confidential basis and to inspect the supplier's premises. Any type of audit deception is prohibited including but not limited to falsifying of documentation, hiding workers or training workers on what to say in interviews.
- 24.2 Monitoring of social and environmental performance will also be carried out via the use of Higg's Facility Social & Labour Module (FSLM) and Facility Environmental Module (FEM) respectively. All suppliers and sub-contractors must complete both modules' self-assessment and results must be verified by an accredited third party on an annual basis,
- 24.2 Should we find that a supplier does not comply with this Code, we may ask the supplier to take corrective actions in a stipulated timeframe. In that case, G-Star will follow up on the implementation of the corrective actions and verify that violations are remedied in the agreed timeframe. In case of unwillingness to cooperate and/or repeated violations of this Code and/or applicable laws and regulations, G-Star may, in its sole discretion, consider terminating the business relationship with the supplier.
- 24.3 A copy of this Code, translated into all the native languages of the employees by the supplier, must be notified and displayed in a prominent place accessible to all employees, within each facility where G-Star products are being manufactured.

25. Grounds for Termination

- 25.1 Terminating a business relationship caused by lack of action to implement the Code is considered a last resort but may be necessary if a supplier, including its supply chain, repeatedly fails to act in a manner consistent with the values and principles set out in this Code or when the supplier, or any member of its supply chain, is unwilling to undertake the measures needed to fulfil any of the obligations set out in, or inherent to, the Code.

If you have any questions or comments on this Code or you would like to report a violation of this Code, please do not hesitate to contact:

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The Netherlands
E-mail: cr@g-star.com

Declaration

We, the undersigned hereby confirm

- That we have read and understood the standards set in this Code and that we currently comply and will comply in the future with all requirements.
- That we are aware that ethical production of G-Star branded products is fundamental to G-Star, that the fashion industry is highly dynamic, that legal and ethical standards are evolving and that therefore, the goals and requirements outlined in this Code are subject to change by G-Star RAW and that the goals and requirements, as well as their changes, maybe ambitious but are essential for the collaboration between G-Star and its suppliers.
- That we are aware of all relevant laws and regulations of the country or countries in which our company operates.
- That we will inform all of our subcontractors if any, and participants of our supply chain, including such participants nominated by G-Star, of the contents and requirements of this Code, and that we will ensure that they also comply with the provisions incorporated herein.
- That G-Star RAW and any organisations acting on its behalf may carry out audits with or without notice at our business premises and the business premises of our subcontractors and participants of our supply chain at any time.

Company name

Company Stamp/Seal

Address.....

Name signatory.....

Role signatory.....

Date.....

Signature.....



References:

The Code is aligned with and references the following standards:

- United Nations Universal Declaration of Human Rights
(<http://www.un.org/Overview/rights.html>)
- International Labour Organisation Core Conventions and their relevant Recommendations
(http://www.ilo.org/dyn/natlex/natlex_browse.home?p_lang=en)
- Ethical Trading Initiative Base Code (<http://www.ethicaltrade.org>)
- OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector: <https://mneguidelines.oecd.org/responsible-supply-chains-textile-garment-sector.htm>
- ISO14000:
https://www.iso.org/files/live/sites/isoorg/files/archive/pdf/en/theiso14000family_2009.pdf
- United Nations Guiding Principles on Business and Human Rights:
https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf
- United Nations Convention on the Rights of a Child:
<https://www.unicef.nl/files/English%20child%20friendly%20convention.pdf>
- United Nations Convention on the Elimination of all forms of Discrimination against Women
<https://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>