

Declaration on Respect for Human Rights

The TriStyle Group is a corporate group that unites the independently managed omnichannel companies Peter Hahn GmbH, Madeleine Mode GmbH and the sourcing organisation TriStyle Sourcing Ltd. under one roof. As a company, TriStyle Group specialises in the growing market for high-quality women's fashion in the 45+ target group and supports the group's suppliers with its own sourcing organisation.

As a responsible company, the TriStyle Group has been aware of corporate due diligence for years and aspires to only offer products that are manufactured with respect for human rights, in compliance with social and environmental standards and with the use of sustainable resources. Corporate responsibility refers to respecting human rights in global supply and value chains and preventing human rights violations, whereas a state's duty comprises protecting human rights.

Therefore, the following four pillars of sustainability are firmly anchored in the corporate strategy: product, environment, people, and social commitment. Action is based on the United Nations Guiding Principles on Business and Human Rights, the Guidelines for Multinational Enterprises in the Textile Sector of the Organisation for Economic Co-operation and Development (OECD Guidelines) and the Core Conventions of ILO (International Labour Organisation). The Group supports the implementation of the UN Sustainable Development Goals through its engagement in various initiatives.

In order to achieve continuous improvements in the four pillars of sustainability, namely product, environment, people, and society, the TriStyle Group has set medium and long-term goals. To this end, TriStyle Group is working on various projects in cooperation with external organisations.

As part of its due diligence, TriStyle Group has committed itself to respecting human rights and preventing potential sector risks in global supply and value chains. This self-commitment, which is set out in the TriStyle Group Code of Conduct, is complemented by various guidelines, such as the child and forced labour guidelines, the codes of conduct of the subsidiaries and the amfori BSCI Code of Conduct for the supply chain.

In the sustainability area of people, the TriStyle Group is working with, for example, the Business Social Compliance Initiative (amfori BSCI), the world's largest social standards initiative, to achieve improvements in working conditions and human rights, and is involved in amfori project groups, such as the WEPs Activator with the UN Women organisation, which promotes gender equality within the framework of the UN Women's Empowerment Principles.

The TriStyle Group carries out risk analyses in its subsidiaries that examine both the supply chain and its own business division based on country- and sector-specific risks.

Audits and visits to production sites are carried out to inspect and maintain social, human rights and environmental standards in the supply chain. For this purpose, TriStyle Group's membership of amfori BSCI is supported by independent audits. Possible identified risks and violations are complemented with corrective action plans as well as training measures at the suppliers to achieve improvements and compliance with occupational safety, working hours, fair wages, freedom of association as well as the prohibition of child and forced labour, the avoidance of discrimination and human rights violations.

In addition, the TriStyle Group has introduced a grievance management system. Direct and indirect employees can turn to this system in case of complaints or violations.

In its own business environment, the works council offers a trustworthy contact point for its own employees. For the supply chain, the TriStyle Group has set up a contact address, social-standards@tristylegroup.com, which can be contacted by, for instance, employees of suppliers. The recording, response, solution approaches and documentation of grievances are anchored in the TriStyle Group's processes. In addition, the TriStyle Group participates in the amfori BSCI grievance mechanism, which serves as an anonymous contact point and, in cooperation with the amfori member companies, is committed to processing complaints and improvements ("Speak for Change" and grievance@amfori.org).

All affected parties and stakeholders can further contact the publicly communicated e-mail address info@tristylegroup.com.

In terms of product sustainability, TriStyle Group strictly adheres to product safety. Furthermore, it works to continuously reduce the use of resources in line with its high-quality standards. In addition, the group cooperates with organisations such as the Aid by Trade Foundation or The Good Cashmere Standard® or is certified in various product standards, such as the Green Button, a government seal developed by the German Federal Ministry for Economic Cooperation and Development in cooperation with the German Society for International Cooperation (GIZ).

In the sustainability area of environment, the TriStyle Group has goals like climate neutrality by 2035. To this end, the TriStyle Group is engaged in various initiatives to protect the environment, both for its own business division and for its global supply and value chains. Through cooperation with Climate Partner and its supplementary climate accounting and compensation scheme, the TriStyle Group has already achieved climate neutrality for its own business division.

Social engagement is a matter of course for the TriStyle Group, which is why its subsidiaries such as Peter Hahn GmbH are involved in fundraising projects for the independence of women in Peru, and Madeleine Mode GmbH involvement with the German organisation Welthungerhilfe. At the respective locations of the subsidiaries, the companies support local and locally active organisations.

The TriStyle Group reports its public communication on due diligence and engagement in the area of sustainability on the corporate website

www.tristylegroup.com as well as on the websites of the subsidiaries
www.peterhahn.com and www.madeleine.de.

A concern for respect of human rights, as well as the protection of the environment,
underpins the ongoing engagement of the TriStyle Group and its management.

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