

S U S T A I N
A B I L I T Y
R E P O R T

2022/2023



DEAR READERS.

As in previous years, we are currently experiencing turbulent times. The world has changed. This is the result of the Covid-19 pandemic but also, in particular, due to the devastating conflict taking place in Ukraine, as well as De-globalization, changes in consumer behaviour, skilled worker shortage in Western Europe and a spiraling inflation. All this instability has been presenting the apparel sector and therefore also our company with unprecedented challenges. We are addressing this situation with responsible actions and flexible management processes. The transformation in our industry and our company as well, is growing at an accelerating pace. We are managing this process with strategic project work, cultural changes, progressive digitalisation, and stronger process orientation.

The high level of globalisation and the all-embracing structural transformation still keep on requiring new answers. The sales markets for clothing are continuing to shrink and stationary retail in particular has been battling with extreme challenges. This requires digital transformation to be driven forward at a faster pace. Online businesses are increasing their market shares for us as well. Furthermore, political, business and climate changes along with unrest in many regions of the world frequently exert pressure directly or indirectly on our entrepreneurial framework conditions, as

we are currently finding with the war in Ukraine. It is important on both the sales and on the procurement side to find solutions for short or medium-term continuation of our cooperation with business partners in the affected countries. These developments are major challenges for the strategic and sustainable alignment of our company.

Leineweber GmbH und Co. KG is addressing these challenges. Therefore we are very pleased that in 2022, we have been able to buck the trend posed by these developments and significantly increase our sales. Responsible actions and investments in sustainability, particularly through the expansion of our sustainable products, confirm our conviction that we are on the right trajectory with our corporate strategy and the corporate target of sustainability firmly anchored within this framework. Nevertheless, the structural transformations in our sector will carry on demanding further development of our strategy. However, this development will always be defined by continuity and change, alongside respect for people and the environment. That's why we are continuing to deliver our "Feel Good" message and maintaining our alignment on sustainability. Our corporate identity forms the platform for countering the global business, environmental and social challenges. It places people, the product, our customers, partners, and our brand at the centre of our entrepreneurial action. As a mid-sized, financially independent, family-run company, we focus our company strategy on medium and long-term targets so as to achieve ongoing success into the future. Our employees constitute one of the keys to this success. Passion for the BRAX brand and commitment to achieving the best possible performance motivate us to work jointly on our corporate targets and sustainability strategy.

Our sustainable corporate values are absolutely essential for our joint success and firmly anchored

in our corporate culture and our management guidelines. We are also committed to a high level of responsibility for people and nature. This means we consistently incorporate this aspiration into our business operations. This report is our forum for providing you with an account of our work.

In the name of our entire Executive Management, we would like to wish you an entertaining and inspiring read.

Joachim Tengelmann

Stefan Brandmann

StofBL



1	SUSTAINABILITY AT BRAX	
	ABOUT THIS REPORT BRAX – PASSIONATE, STYLISH, SMART STRATEGY AND MANAGEMENT MEASURES AND TARGETS	10 13 20 22
	MEASURES AND TARGETS	22
2	RESPONSIBILITY IN THE SUPPLY CHAIN	
	STRATEGY AND MANAGEMENT	26
	SOCIAL AND ENVIRONMENTAL STANDARDS IN THE SUPPLY CHAIN	28
	SOCIAL ENGAGEMENT	36
3	SUSTAINABLE PRODUCTS AND PRODUCTION PROCESSES	
	STRATEGY AND MANAGEMENT	44
	SUSTAINABLE PRODUCTS AT BRAX BLUE PLANET	46
	CONCEPTS DESIGNED TO CONSERVE RESOURCES	55
	PRODUCT SAFETY	56
	CUSTOMER SATISFACTION	58
4	OUR EMPLOYEES	
	STRATEGY AND MANAGEMENT	62
	PERSONNEL STRUCTURE	67
	BASIC AND ADVANCED TRAINING	70
	WORK-LIFE-BALANCE	73
	GRI CONTENT INDEX	74
	CONTACT/PUBLISHER	76

O1. SUSTAINABILITY AT BRAX

Doing sustainable business – at Leineweber GmbH & Co. KG (referred to in the following as BRAX) this means economic activities carried out in harmony with environmental and social responsibility. Our top priority for meeting this aspiration is responsible, long-term partnerships and carefully fostering these collaborations. As a medium-sized family business, employer and business partner, our objective is always to offer our stakeholder groups a sustainable perspective. We have therefore aligned our business operations with medium and long-term targets. Sustainability is firmly anchored in our foundations as an enabler for enduring success.

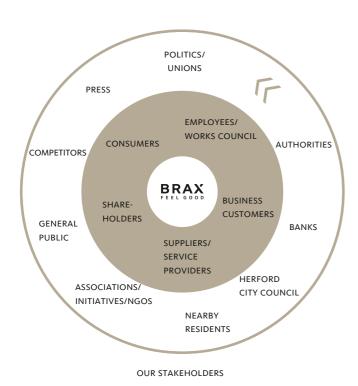
We have been proactive in taking corporate responsibility seriously for many years. This underlying approach is part of our self-image and the identity of our company. It is a quintessential element of the BRAX brand core. BRAX is a hallmark of reliability, modernity, passion, commitment and creativity. Alongside supreme aspirations for quality and fitting, we want to offer our customers long-lasting products at sensible prices. They should also experience an overall sense of wellbeing and be able to rest assured about compliance with social and environmental standards during manufacture. A high priority in this context is that people working in our value chain benefit from ethical and safe working conditions. At the same time, we are committed to the environment and we work continuously on reducing our consumption of natural resources.



ABOUT THIS REPORT

We believe credibility is an important resource in our business – today, as much as in the near and distant future: It sets the stage for engaging with our stakeholder groups in an atmosphere of trust and provides guiding principles for our entrepreneurial action. This is why credibility is a key requirement in this report. Our goal is to ensure that we present our services in full, appropriately and based on comparable criteria. This is why we follow the guidelines of the International Global Reporting Initiative (GRI) in accordance with the "Core" option.

The continuous dialogue with our own stakeholders is a key element of our sustainability strategy. It enables us to gain a clear picture of how different stakeholder groups assess the perception of corporate responsibility at BRAX and the demands made by them for corporate action in relation to sustainability. As a company in the textile sector, we are continually being confronted with complex, global value chains. Our actions therefore exert a direct and indirect impact on very different stakeholders – at local, national and international level. If we are to meet the individual expectations of stakeholders, BRAX must engage in dialogue with them and promote open communication offering constructive criticism.



ENVIRONMENTAL SOCIAL **ECONOMIC** RESPONSIBILITY RESPONSIBILITY **PERFORMANCE** IN THE SUPPLY IN THE SUPPLY **CHAIN** CHAIN TOP PRIORITY QUALITY **ASSURANCE PROCUREMENT CUSTOMER HEALTH CUSTOMER** STRATEGY **SATISFACTION AND SAFETY EMPLOYEE SATISFACTION** AND LOYALITY PRIORITY FOR OUR STAKEHOLDERS USE OF MATERIALS **PROTECTION** PERSONNEL OF CUSTOMER DATA DEVELOPMENT SOCIAL TRANSPORT COMMITMENT HIGH PRIORITY ENVIRONMENTAL RESPONSIBILITY IN HERFORD PRIORITY FOR BRAX HIGH PRIORITY TOP PRIORITY **OUR MATERIALITY MATRIX**

This happens in many different ways such as stakeholder surveys, supplier and producer meetings, at events and in working groups, or in exchange with initiatives, associations and educational institutions.

In 2016, we joined forces with representatives of the most important stakeholder groups of our company to carry out a materiality analysis in order to select key focus topics from the broad range of potential content for informative and readable sustainability reporting.

Members of different stakeholder groups were asked about 14 key aspects in an in-depth survey. The objective was to derive recommendations for action and future action areas from this intensive survey. Alongside the selection of topics, these dialogue activities also serve to highlight the

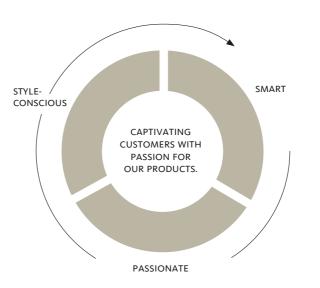
demands of our customers as early as possible, analyse trends proactively and respond selectively to ideas. The surveys yielded a list of topics with incremental relevance. We presented these topics in a sustainability matrix (see chart). The eight topics highlighted at the top on the right present the initial focuses of this report. We engaged intensively with these topics and with the additional six topics further down. During the course of the reporting period, we have decided to repeat this process for the reporting year 2023. This is intended to ensure that the list of our material topics is always upto-date and the latest regulatory requirements are integrated in our materiality process. We will also use these results as the basis for realigning our sustainability strategy.

BRAX - PASSIONATE, STYLISH, SMART

Our fashion tells a story of passion – the passion to captivate people with our products. We have worked together with commitment, inventive ideas and dedication to develop BRAX into a successful casual fashion brand – far beyond our core product of trousers.

« CAPTIVATING CUSTOMERS WITH PASSION FOR OUR PRODUCTS EVERY DAY. »

In 1888, Bernward and Mary Leineweber founded the family-run business in Berlin. The mid-sized company is still run by the fifth generation of the family. In 2022, BRAX achieved sales of 303 Million euros with a team of 1,070 employees. BRAX generated 34 percent of its sales outside Germany.



BRAX BRAND VALUES

In the reporting year 2022, we produced 8 million articles. Our brand has a strong profile and an established position in the market. We develop our product ranges on a rolling basis in order to expand our know-how in all areas of fashion and make our product portfolio even more sustainable and appealing. This includes always communicating credibly and meaningfully in a fair approach to dealings with our stakeholder groups. Modernity, a clear approach and personal interaction are key attributes of our work. We deliberately give our employees scope for independence and we have defined the promotion of individuality as an important goal for our approach in human resources. Furthermore, our work is characterised by international conceptualisation and the drive to achieve the best possible performance. These are potentials that we promote selectively with individual personal development and career planning. This is how we ensure our future by adopting a fresh look every day - together with the support of our motivated employees.

We also take responsibility for economic, social and environmental aspects in relation to our suppliers, producers, service providers and our customers – at our headquarters in Herford and worldwide. Apart from a brief interruption owing to the pandemic, BRAX has been operating without borrowing from banks since 2011 and the company finances all investments from its own resources. This enables us to take independent decisions on all our capital expenditure.



FACTS & FIGURES

CORPORATE STRUCTURE / LOCATION

GMBH & CO. KG / HERFORD

FOUNDED BY

BERNWARD UND MARY LEINEWEBER

BRAX MANAGEMENT

STEFAN BRANDMANN; MARC FREYBERG; FRAUKE SCHELKES; JOHANNES WESELEK

GENERAL PARTNER

WOLFGANG TEGELMANN VERWALTUNGS-GMBH

SOLE SHAREHOLDER

JOACHIM TENGELMANN

MANAGEMENT

JOACHIM TENGELMANN,

STEFAN BRANDMANN

SUBSIDARIES

BRAX STORE GMBH & CO. KG (HERFORD) BRAX AUSTRIA GMBH (SALZBURG) BRAX SWITZERLAND GMBH (ZÜRICH) BRAX NETHERLANDS B.V. (AMSTERDAM) BRAX DENMARK APS (PADBORG) BRAX BELGIUM BVBA UND BRAX BELGIUM RETAIL NV (BRÜSSEL) BRAX VSD GMBH & CO. KG (DINGDEN)

RANGE

WOMEN'S AND MEN'S CLOTHING ACCESSOIRES AND LICENCES (SHOES)

MARKEN

BRAX FEEL GOOD, RAPHAELA BY BRAX AND EUREX BY BRAX

DISTRIBUTION PARTNERS/ SALES MARKETS

AUSTRALIA **AUSTRIA BELGIUM** CANADA DENMARK **OMNI CHANNEL** FRANCE WHOLESALE: KEY ACCOUNT,

GERMANY

PORTUGAL SPAIN

THE NETHERLANDS

SWITZERLAND

THE UNITED KINGDOM

USA ETC.

SHOP IN SHOPS

1.593

STORES

35 STORES IN GERMANY, 24 STORES WORLDWIDE, 19 FACTORY-OUTLETS

LOCAL HERO, DISTANCE/ E-COMMERCE OWN RETAIL: STORES, ONLINE-SHOP/ E-COMMERCE, FOC

DISTRIDUTION OF SALES 2022

€ 303 MIO.

EMPLOYEES 2022

1,070

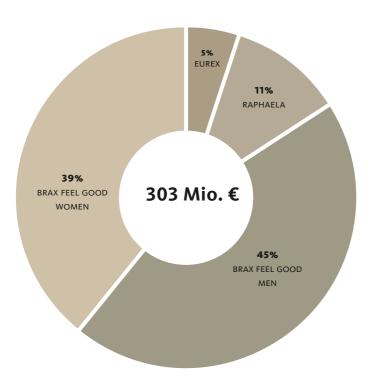
APPRENTICES 2022

34

BRAX is an active member of various associations and initiatives. This opens up a two-way traffic in fresh ideas and allows us to regularly exchange views with different stakeholder groups. In 2008, we joined the amfori Business Social Compliance Initiative (amfori BSCI) in order to systematically ensure the establishment of fair working conditions at a broader level. Since mid-2019, BRAX has therefore also been a member of the amfori Business join forces to work towards that goal.



Member of amfori, the leading global business association for open and sustainable trade. We participate in amfori BSCI and amfori BEPI. For more information visit www.amfori.org. Environmental Performance Initiative (amfori BEPI) with the objective of driving forward environmental protection in supply chains - including manufacturing processes making intensive use of chemicals in the production countries. We believe the best way of achieving substantial improvements in people's lives in this respect is for a number of enterprises to



DISTRIBUTION OF SALES 2022

We are also members of important committees in the Nordwestdeutsche Textil- und Bekleidungsindustrie e. V., the fashion-sector association GermanFashion Modeverband Deutschland e.V. and the umbrella association for the fashion industry, the Gesamtverband der deutschen Textil- und Modeindustrie e.V. As a member of the fashion-sector association GermanFashion Modeverband Deutschland e. V., we have another communication platform for discussing topical issues and debating the long-term orientation of our corporate strategy.

In 2020, we also joined the Foreign Trade Association of German Retailers (AVE) and this offers us an additional communication platform. AVE represents the export interests of the German retail trade and is also involved in international projects for maintaining and improving social and environmental standards in global supply chains. In addition, the association represents its members in various national alliances, working groups and projects, as well as offering a forum for direct exchange and comprehensive information about sector-relevant sustainability issues.

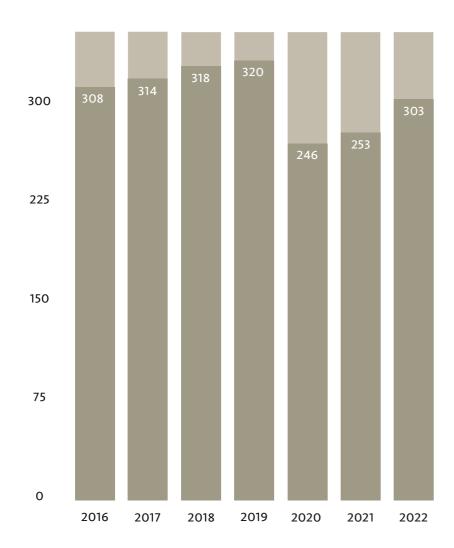


In 2017, BRAX joined forces with the CSR Competence Centre of the GUILD Business and Innovation Centre Detmold (GILDE Wirtschaftsförderung Detmold) to set up the CSR Club OWL - a cross-sector network of specialists in Corporate Social Responsibility (CSR) from the region of East Westphalia-Lippe. This network provides us with the opportunity for regular exchange of ideas on corporate responsibility at regional level.





DEVELOPMENT OF TURNOVER



TURNOVER 303 MILLION EURO IN 2022

HISTORY

1888

FOUNDING YEAR

MASTER TAILOR BERNWARD LEINEWEBER AND HIS WIFE MARY WERE IN
LINE WITH CURRENT TRENDS WHEN
THEY OPENED A SPECIALIST MEN'S
OUTFITTER IN BERLIN IN 1888. OFFTHE-PEG MENSWEAR WENT ON TO
INCREASE IN POPULARITY AS TIME
WENT ON. THE BUSINESS DEVELOPED
WELL. THE AIM WAS TO CONTINUALL'
IMPROVE FITTING SO AS TO BE ABLE
TO OFFER MENSWEAR FASHION FOR
EVERYONE

1950

BRAND NAME BRAX

1952

BRAX WOMEN

BRAX TROUSER BRAND IN THE MARKET.

PLACE. "THE TROUSERS OF PROGRESS"

FOR "SOPHISTICATED CUSTOMERS OF

EVERY TASTE" BECAME THE ENGINE OF

RAPID GROWTH. A SHORT TIME LATER,

LEINEWEBER ALSO INCLUDED BRAX

TROUSERS FOR LADIES IN ITS PRODUCT

RANGE, AND 1960 SAW THE FIRST TROUSERS IN GERMANY FITTED WITH A ZIP.

1997

FIRST BRAX SHOP

2000

RELAUNCH BRAX LOGO

2003

BRAX EXPANDED ITS COLLECTION WITH TOPS. THE BRAX COMPLETE OUTFIT HABEEN CREATED – THIS WAS THE WAY TO MAKE THE BRAND VISION A PERFECT

2007

FIRST BRAX STORE

TODAY, MORE THAN 80 DEDICATED

BRAX STORES (INCL. FACTORY OUTLETS)

OPERATE AS FLAGSHIPS FOR THE BRAND

THROUGH-OUT THE WORLD.

2008

JOINED AMFORI BUSINESS SOCIA

2009

ONLINE SHOP 24 HOURS A DAY,
SEVEN DAYS A WEEK: BRAX IS ON THE
WORLD WIDE WEB. THE ONLINE SHOP
WAS OPENED AT WWW BRAX COM

2013

FIRST EXTERNAL SUSTAINABILITY

2016

FUTURE HERE WE ARE

2018

SUSTAINABILITY BLOG

2019

JOINED AMFORI BEPI

2020

BLUE PLANET BECOMES A

METALABEL FOR SUSTAINABL

PRODUCTS BY BRAX.

2021

TRATEGIC BLUE PLANET
OLUME TARGETS

STRATEGY AND MANAGEMENT

The long-term trust of our business partners and customers is a top priority for us at BRAX. We want to continue earning their trust in the future by committing ourselves to environmentally compatible, sustainably produced clothing and to social standards in the supply chain. This is why we have made this claim an integral element of our corporate philosophy and established it within our organisation. The Corporate Responsibility & Product Safety (CR&PS) Department plays a key role here. It reports directly to the CEO and plays a leading role in engaging with the topics of corporate responsibility, transparent supply chain management and sustainable products. CR&PS work at BRAX focuses on implementing the aspiration to introduce positive change processes in the company and to establish these throughout the organization up to the highest decision-making committees. Successful implementation of a dedicated sustainability strategy therefore requires that all divisions are

BRAND VISION CORPORATE IDENTITY BRAX MANAGEMENT **GUIDELINES** SUSTAINABILITY **BRAX FOUNDATION**

closely integrated and engage in interdisciplinary cooperation. For example, the regular exchange with those responsible for procurement also contributes to this and ensures that sustainability is particularly strongly established as a strategic procurement topic at BRAX.

« WE ARE COMMITTED TO **ENGAGEMENT FOR ENVIRON-**MENTAL AND SOCIAL STANDARDS, »

Sustainable procurement primarily requires fair and transparent trading relationships. A respectful approach to all the people directly or indirectly involved with the manufacture of BRAX products therefore provides the platform for every one of our partnerships. At the same time, it is important for us to agree binding rules for protecting people and the environment in advance, and to maintain compliance with social and environmental standards. Ground rules therefore form mandatory components of every contractual relationship. They go beyond the statutory requirements and correspond to the dedicated and demanding social and environmental values of BRAX. Our procurement strategy therefore involves selecting the suppliers and production partners for cooperation with BRAX on the basis of whether they meet these standards. As a matter of principle, we only work with businesses that meet our CR requirements, are personally known to us and can be supported locally.

This close relationship is particularly important because it is the only way of ensuring that a sustainable and transparent partnership is achieved and BRAX can intervene to provide support in the production process as necessary.

Additional important building blocks for our sustainability management are provided by the internal and external communication of our activities, and open and constructive dialogue with our stakeholder groups. Apart from our suppliers, we are also in regular dialogue about the BRAX brand with consumers and business customers.



HEAD OF CORPORATE RESPONSIBILITY

MEASURES AND TARGETS

SOCIAL STANDARDS IN OUR PARTNER BUSINESSES

We support our production partners in implementing our requirements and in complying with our principles and values. We consult closely with them – on the ground in person and also online by video conference. We also conduct regular internal and external audits and we are committed as a company to providing good and safe working conditions in our supply chain.

You will find detailed information on our social standards and our commitment to the amfori Business Social Compliance Initiative (amfori BSCI) in section 2 from page 26.

SOCIAL PROJECTS WORLDWIDE

Our aim is to give back some of our combined success at BRAX to society at large. We therefore support selected projects throughout the world that allow local people and their families to benefit sustainably over the long term.

You will find detailed information on our social engagement in section 2 from page 36.

ENVIRONMENTAL RESPONSIBILITY

As a member of the amfori Business Environmental Performance Initiative (amfori BEPI), we make use of their offers for international exchange of ideas and their modules and training sessions for purposes such as enhancing specialist knowledge on environmental issues with manufacturers and suppliers. This is one channel we are using to contribute to the improvement of cross-sector chemicals management

over the long term. Together with our partners, we are developing solutions in order to make the manufacture of clothing more environmentally friendly. Our specific focus is on the production process but we are also involved in areas such as reprocessing clothes hangers.

You will find detailed information on our environmental responsibility in section 2 from page 28. und in section 3 page 55.

SUSTAINABLE PRODUCTS AND PRODUCTION PROCESSES

So as to meet the aspirations of our customers, our focus is increasingly on the use of resource-saving and sustainable materials without compromising our established qualities and fittings. We join forces with experts from business and research to develop new concepts that are gradually introduced to our products. We have grouped the initial results from our developments under our Blue Planet umbrella brand and this clearly highlights them for our customer base. Our goal was to label at least 50 percent of all BRAX products under Blue Planet by the end of 2022. We have achieved this goal. This is an outcome we are extremely proud of. We will continue on this route in line with our sustainability goals.

Detailed information on our sustainable products and production processes is provided in section 3 from page 46.



O2. RESPONSIBILITY IN THE SUPPLY CHAIN

Acting responsibly and protecting the environment – this is our objective at BRAX.

Active perception of entrepreneurial responsibility is an integral element of the BRAX corporate philosophy. This is why it is self-evident for us to comply with our own requirements and to meet the high ethical aspirations of our customers when they choose our products. As a medium-sized, family-run company, we are particularly committed to the people involved in the manufacture of our products – throughout the world. We regard respectful and responsible relations with everyone who comes within the scope of our entrepreneurial activities as the basis of any partnership. We are therefore proactively dedicated to upholding good and safe working conditions and we cooperate consistently

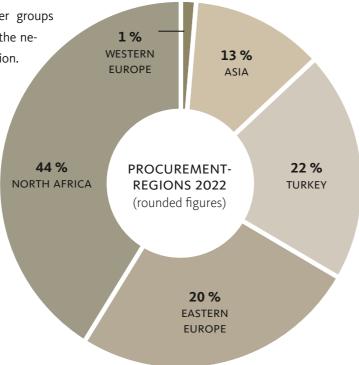


STRATEGY AND MANAGEMENT

BRAX operates in the context of global competition in the clothing industry. The method of production is highly specialised and labour intensive. Our overarching aim is to ensure that the employees of our suppliers enjoy good and safe working conditions in spite of the complexity of global value chains. This is why we joined the amfori Business Social Compliance Initiative (amfori BSCI) in 2008. Since then, we have been able to approach the establishment of fair working conditions more systematically and be effective over a wider sphere. The BSCI is an initiative by purchasing organisations aimed at improving global working conditions in various sectors. We believe the only way we can ensure that significant, lasting improvements are made at the factories is if we can get together with other enterprises. That is precisely what the BSCI enables us to do. The topic of environmental protection has become increasingly important for our stakeholder groups over recent years, particularly in view of the negative external effects of textile production.

Since 2019, we have been a member of the amfori Business Environmental Performance Initiative (amfori BEPI) with the objective of driving forward environmental protection in supply chains – including in production countries. Alongside regular international exchange of ideas, the initiative offers its members a wide range of modules and training sessions, for example to build up specialist know-ledge with manufacturers and suppliers, therebybringing about an overall improvement in the management of chemicals across sectors over the long term.

« TOGETHER, WE CAN ALWAYS ACHIEVE MORE. »



In 2022, BRAX products were produced from nearly 60 partners in Europe, Turkey, North Africa and in Asia. Although our product range is increasingly changing and becoming more broadly based, we keep the number of our producers as low as possible. This is the only way we can ensure individual support for each business. Our focus is always on establishing strategic and long-term cooperation with our producers. As a successful, commercial company we undertake above-average investments in our products and their quality. Wherever our products originate from, we work continuously in the context of our global business to establish permanent and fair trading relations. The basic principles of our procurement strategy are therefore to exercise great care in selecting our suppliers, review and look after them, and to support their development. Planned capacities, deadlines and conditions

are defined and communicated at an early stage before concluding the contract. This creates trust and security. It also enables the producer to comply with required product-related quality standards and to achieve better compliance with the requirements for social and environmental standards. In order to provide them with the best possible support, we make a point of only working together with firms we know personally and can support locally. During the reporting period, the opportunities for travel were partially still limited. In order to continue supporting our partners during this challenging period, we carried on our cooperation in an atmosphere of trust with the assistance of online video conferences.



SOCIAL AND ENVIRON-MENTAL STANDARDS IN THE SUPPLY CHAIN

The focus is on close cooperation with our agents and production businesses for purposes of implementing the BRAX social and environmental standards. The working environment here is frequently characterised by tight deadlines and intensive personal commitment. It is therefore important to review whether the partners actually meet the required social standards such as compliance with statutory working hours or occupational health and safety for their employees in the workplace. This also applies to the BRAX environmental standards. Due to the Covid-19 pandemic, we were unable to drive forward the introduction of environmental standards in our supply chain as originally planned. Nevertheless, we are continuing to pursue our goal of integrating more environmental protection within the supply chain.

BRAX requires its suppliers to comply with the requirements for socially compatible production based on the amfori BSCI Code of Conduct.



CODE OF CONDUCT / ENTERPRISE COMMITMENT



NO CHILD LABOUR

THE ENTERPRISE DOES NOT HIRE ANY WORKER BELOW THE LEGAL MINIMUM AGE



FAIR REMUNERATION

THE ENTERPRISE RESPECTS THE RIGHT OF WORKERS TO RECEIVE FAIR REMUNERATION AND COMMITS ONESELF TO PAYING THE STATUTORY MINIMUM WAGE



NO BOUNDED LABOUR

THE ENTERPRISE DOES NOT ENGAGE IN ANY FORM OF FORCED SERVITUDE, TRAFFICKED OR NON-**VOLUNTARY LABOUR**



DECENT WORKING HOURS

THE ENTERPRISE OBSERVES THE LAW REGARDING HOURS OF WORK



NO DISCRIMINATION

THE ENTERPRISE PROVIDES EQUAL OPPOR-TUNITIES AND DOES NOT DISCRIMINATE AGAINST WORKERS



OCCUPATIONAL HEALTH AND SAFETY

THE ENTERPRISE ENSURES A HEALTHY AND SAFE WORKING ENVIRONMENT





SPECIAL PROTECTION FOR YOUNG WORKER

THE ENTERPRISE PROVIDES SPECIAL PROTECTION TO ANY WORKERS THAT ARE NOT YET ADULTS



PROTECTION OF THE ENVIRONMENT

THE ENTERPRISE TAKES THE NECESSARY MEASURES TO AVOID ENVIRONMENTAL DEGRADATION



ETHICAL BUSINESS BEHAVIOUR

THE ENTERPRISE DOES NOT TOLERATE ANY ACTS OF CORRUPTION, EXTORTION, EMBEZZLEMENT OR BRIBERY



THE RIGHTS OF FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

THE ENTERPRISE RESPECTS THE RIGHT OF WORKERS TO FORM UNIONS OR OTHER KINDS OF WORKER'S ASSOCIATIONS AND TO ENGAGE IN COLLECTIVE BARGAINING



NO PRECARIOUS EMPLOYMENT

THE ENTERPRISE HIRES WORKERS ON THE BASIS OF DOCUMENTED CONTRACTS

ACCORDING TO THE LAW

IN ORDER TO IMPLEMENT THE
SOCIAL STANDARDS IN THE
SUPPLY CHAIN AT BRAX, WE HAVE
DEVELOPED THE FOLLOWING
MULTI-STAGE PROCESS THAT
ALL THE EXISTING AND NEW
SUPPLIERS CARRY OUT.



STEP 1:

INITIAL ASSESSMENT BY THE CR DEPARTMENT:

Prior to any potential cooperation, the CR Department initially carries out a review with a supplier to establish whether the business is already familiar with compliance and monitoring of social standards. Has the business already carried out a valid social audit from the amfori BSCI and, if this is the case, what was the audit result? This review helps to establish in advance whether a supplier is ready and committed to roll out our corporate requirements and implement any necessary improvement measures at this stage prior to potential cooperation. If the initial assessment by the CR Department is negative, for example because the supplier has verifiably infringed social standards in the past, no future cooperation is entered into.

STEP 2:

THE AMFORI BSCI CODE OF CONDUCT:

At the latest before we issue the first production order, we require businesses to make a written commitment to compliance with the Code of Conduct – the Code of Conduct governing working conditions of amfori BSCI. The Code includes conditions for socially ethical production. The Code of Conduct must be displayed clearly visible in the national language for all employees at the production facilities. All employees must receive training from the management of the business relating to the content of the agreement and they must be informed about their rights. The CR Department provides proactive support for this.

STEP 3:

THE SELF-ASSESSMENT AND THE BRAX PRE-AUDIT:

The signature of the Code of Conduct is only the first step towards ensuring that the business is committed to upholding and complying with social standards. Even more important than the written acknowledgement is for the business to be in a position to understand the meaning of the requirements and ultimately implement these successfully and over the long term. This is why the CR Department provides assistance in helping the supplier to carry out an analysis of the status quo of the business based on a self-assessment. In most cases, the business then carries out a pre-audit. We pay a visit to the business premises in order to establish personally whether the specified standards are being

complied with. We also have intensive discussions and hold workshops with the management. If necessary, concrete assistance is given to the employees of the facility. After all, a positive roll-out can only be achieved in cooperation with the local people at the facility. An action plan is drawn up at the end of the visit. This must have been implemented by the time the external audit is carried out.

STEP 4:

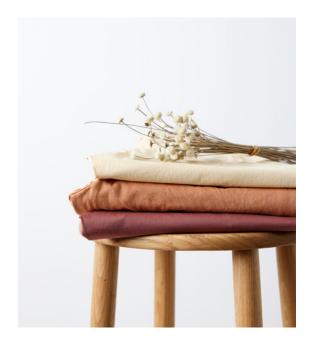
THE EXTERNAL AMFORI BSCI AUDIT:

Compliance with the amfori BSCI Code of Conduct is then monitored through a regular audit carried out by an independent, external audit company. The audit is carried out semi-announced. This means that instead of an exact date being set, a period of four weeks is defined in advance and the audit can take place any time within this period. BRAX supports its business partners at the production facilities as they make preparations for the audit. The company also provides financial assistance by paying for the first audit. After an external audit has been carried out, the business and BRAX receive a comprehensive report informing them about the individual objectives and their status. If necessary, a Remediation Plan of corrective measures prepared especially for the business is implemented by the supplier. This is regularly reviewed by BRAX.

STEP 5:

FURTHER DEVELOPMENT OF THE PARTNER COOPERATION:

The work on the BRAX social standards is by no means concluded for the CR Department and our partner businesses following the external audit. Since the objective is to achieve a permanent improvement, we continually provide information on training and education offerings provided by organisations such as amfori BSCI. We work together consistently with our partner businesses in order to maintain the high requirement for good and secure working conditions, and progress a process of continuous development. This entails being in continuous dialogue with the businesses and their stakeholder groups. We also maintain regular dialogue with our own employees, service providers and suppliers.



EXPANDED INITIAL ASSESSMENT BY BSCI -THE CR DEPARTMENT **PROCESS** OBLIGATION OF THE SUPPLIER TO COMPLY WITH THE CODE OF CONDUCT SELF-ASSESSMENT BY THE SUPPLIER PRE-AUDIT BY THE CR DEPARTMENT VALID FOR 1 YEAR **EXTERNAL BSCI AUDIT** PASSED **EXTERNAL** PLANNING AND PASSED PASSED IMPLEMENTATION FOLLOW-UP WITH RESULT WITH RESULT **AUDIT WITHIN** OF REMEDIATION C, D OR E A OR B ONE YEAR **MEASURES** VALID FOR 2 YEARS NOT PASSED

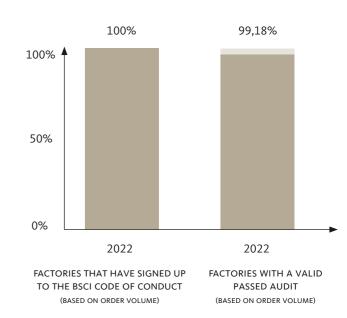
NOT PASSED SEVERAL TIMES: QUESTION APPROPRIATENESS OF COOPERATION WITH PRODUCER

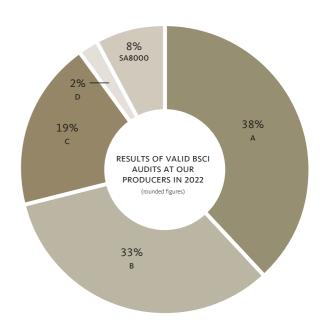
If potential or established business partners are not prepared to uphold BRAX social standards and to submit to auditing, or if they fail to make improvements after negative audit results, we will decline to work with them or terminate relations as the case may be.

« OUR OBJECTIVE IS THE CONTINUOUS ADVANCED DEVELOPMENT OF OUR PARTNER BUSINESSES. »

The Code of Conduct is therefore not confined to our directly contracted manufacturing workshops but also extends to the upstream suppliers and service providers.

In the clothing industry, these are generally dyers and washers, or specialists dealing with individual work stages such as embroidery. Likewise, we ask all of our shell fabrics and trimmings suppliers to confirm their acknowledgement of the Code of Conduct. We regard this as a basic enabler for any cooperation in an atmosphere of trust. As an amfori BSCI member, BRAX has naturally signed the Code of Conduct.







A OUTSTANDING

The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit within the next two years.



B GOOD

The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit within the next two years.



C ACCEPTABLE

The auditee needs more assistance in order to follow up to support its progress. Following the completion of the audit, the auditee develops a remediation plan.



D INSUFFICIENT

The auditee needs full-scale assistance in order to follow up to support its progress. Following the completion of the audit, the auditee develops a remediation plan.



E UNACCEPTABLE

BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.

The BRAX environmental standards are based on the core principles of amfori BEPI set out below. The initiative enables us to present a comprehensive picture for the environmental activities of our business partners. It enables us to gradually create the necessary transparency so that we can minimise any existing environmental and health risks in our supply chain, and establish ambitious requirements for environmentally friendly production. Furthermore, amfori BEPI also provides us with an opportunity to address environmental aspects together with different organisations and stakeholder groups.

Participating business partners declare their readiness to provide amfori BEPI with all the information necessary to appraise their environmental performance by completing an amfori BEPI Self-Assessment Questionnaire (SAQ). We provide close support and assistance for each production business throughout this process. The result evaluated by amfori BEPI provides each production business and BRAX with a snapshot overview of the currently relevant environmental performance. On the basis of this result, BRAX is able to track the environmental footprint of a supply chain more effectively and take decisions on the additional steps that might be necessary to improve the environmental performance. One of the basic requirements for our producers is binding compliance with the regulations defined by BRAX in the Restricted Substances List (RSL). This lists all the chemicals prohibited in the finished product or with restricted use there. You will find more detailed information in section 3 from page 56.

CORE PRINCIPLES AMFORI BEPI

Environmental Management System (EMS)



Energy Use, Transport and Greenhouse Gases



Water Use



Wastewater/Effluent



Emissions to Air



Waste Management



Pollution Prevention and Chemicals



Major Incident Prevention and Management



Contaminated Land/Soil and Groundwater Pollution Prevention



Land Use and Biodiversity



Environmental Nuisances

36

SOCIAL ENGAGEMENT

At BRAX, we take responsibility for our employees, customers and business partners, as well as for the wellbeing of people involved in the production of our fashion throughout the world, including their families. This is because as a family-run company, we regard this commitment as a particular obligation. Alongside our work on social and environmental standards in our global supply chain, we also promote various social projects. The main intention is for the local people to derive sustainable benefit.

BRAX SCHOOL CLASS IN DHAKA, BANGLADESH:

In Rayer Bazar, a densely populated quarter of Dhaka, we collaborate with our partner organisations* ZXY International and 7 STREAMS to enable children from socially very disadvantaged families to go to school free of charge. We cooperate on the ground with the JAAGO Foundation. This was an initiative started by Korvi Rakshand, who continues to head the foundation today. JAAGO set out to ensure that children living in the poverty-stricken areas of Dhaka are able to go to school. "If I want to make a difference in the society, it will

« EDUCATION FOR A BETTER FUTURE. »





be for the children through education" Korvi Rakshand explained the basic concept of the JAAGO Foundation during a visit on site in 2018. People dwelling in the slum areas of the capital city of Bangladesh struggle to secure bare necessities such as access to food, water and sanitation, shelter, education, employment and healthcare. As a result, financial constraints compel many families to limit their expenditure on some of these basic needs. This is why some children never even get enrolled into schools by their parents in the first place. Children who actually start school are often forced to drop out soon afterwards. Our aim is therefore to work with our partner organisations to give these children genuine future prospects through education by helping them and their families to improve their living conditions and get out of the

poverty trap. Since January 2018, our school project has been supporting an entire primary-school class of 41 children who attend a school with an international outlook run by the JAAGO Foundation in Rayer Bazar. Together with ZXY International und 7 STREAMS, BRAX provides funds for provision of school books, classroom, teaching materials, lunches, school uniforms, basic healthcare and the costs for qualified teachers.

37

7 STREAMS is the foundation set up by ZXY International, which is dedicated to social engagement in Bangladesh.

^{*}ZXY International is our partner agency on the ground. We work together to carefully select and support producers in Bangladesh.

HOW OUR SCHOOL PROJECT WAS CONTINUED DURING THE PANDEMIC

Since the start of the social project, the JAAGO Foundation has kept us regularly informed about the progress of the individual children in our class through our partner ZXY International. The reports so far have been overwhelmingly positive. However, at the beginning of the Covid-19 pandemic in 2020, cities in Bangladesh also went into lockdown and schools were closed in order to prevent the spread of the virus. In some parts of the country, this brought the economy to a complete standstill. This was accompanied by a rise in unemployment and many people no longer had enough money to finance their living costs. The employees of the JAAGO Foundation quickly organised distribution of provisions in order to ensure that all the children in the JAAGO schools were provided with food and had access to basic medical supplies. Nevertheless, the school closure hit children in our primary school class very hard because the personal contact with the teachers is particularly important for them.

JAAGO therefore responded at short notice and created a digital tool so that the children could continue their education with home schooling by phone or text message. The teachers got in touch with the primary school children using their parents' phone. In some cases, there was in-person contact at the school itself on a weekly basis. Most



of the school children quickly got used to the new form of teaching and continued to work hard in spite of the adverse circumstances in order to achieve good results. Regular contact with the teachers was particularly important in giving the children a structure and motivation to keep participating in the lessons. After the transfer to distance learning, the results of our primary school children continued to improve each quarter. They achieved good or very good results in almost all subjects. This is particularly due to the commitment of the teachers who continually developed new ideas for motivating the children. Only a few children require additional support from the teachers to keep up with the curriculum.







HEAD OF TECHNICAL PRODUCT DEVELOPMENT & QA

As far as I'm concerned, it's extremely important for us to foster partnerships with our production businesses based on mutual trust over the long term. In particular, our visits to local facilities contribute to better mutual understanding and trust as well as consolidating the basis for cooperation. Unfortunately, the pandemic has drastically limited the amount of travel possible over the past two years. For this reason, we have held a large number of video conferences and this trend is still continuing. Online communication has helped us to work our good solutions together in spite of holding meetings remotely.

Unfortunately, the pandemic has meant that I have not yet been able to visit the school class we sponsor in Rayer Bazar in person. However, I believe that we at BRAX, together with our partner organisations ZXY International, 7 STREAMS and the JAAGO Foundation, are able to support a truly wonderful project. This is because it's very much part of our ethos to support children from socially very disadvantaged families and enable them to attend school at no cost and experience a school with an international outlook. I believe it's very important to give children of primary school age in particular an education. This will enable the society in the country to move forward.

SUPPORT FOR THE CHILDAID NETWORK FOUNDATION FOR FORMER STREET CHILDREN IN INDIA

Since autumn 2017, we have been making regular donations of clothing to the Charity Sale for the Childaid Network Foundation – a sale dedicated to charitable purposes. The proceeds are used to support an aid project for children in Assam (Northern India). The Childaid Network organisation is committed to the education, rights and health of deprived children and young people who used to live on the streets in the past. The project is directed towards combatting poverty and creating a future with more favourable prospects. It supports selected projects, for example the children's homes in Assam. 175 children are able to grow up there in caring surroundings appropriate for children, with regular meals, healthy food and schooling.

The assistance provided by this project is aimed at improving their living situation over the long term. In 2022, the Childaid Network Foundation succeeded in collecting a total of 41,000 € with the help of the Charity Sales. This will enable 76 institutionalized children in Assam to be provided for one year. The donations of clothing by BRAX made a major contribution to this success. The revenues from the sale of clothing donated by BRAX alone contribute to the care of 20 children. We are delighted to be able to make a significant contribution to this important children's aid project in India through our participation in the Charity Sale.





03.

SUSTAINABLE PRODUCTS AND **PRODUCTION PROCESSES**

The long track record of customers' trust in our products over many years has a special place in the philosophy of BRAX. When the business was in its infancy more than 130 years ago, the founders of BRAX attached tremendous importance to the quality and fit of the products. This aspiration is still a benchmark for us today. A top priority for us is also the use of resource-saving and in general terms more sustainable materials in our range, which we offer in the customary BRAX quality. We join together with experts from research and industry to engage intensively with gradual conversion to more sustainable materials, such as responsibly produced cotton and environmentally friendly finishing methods. Furthermore, we would like to make our

can identify them at a glance. We have therefore grouped them under the Blue Planet umbrella. Customers also need to be confident that they can rely on our clothes satisfying the highest possible standards at all times. This is why our goods go through diverse chemical and physical textile tests from the original product idea and the prototypes, right through to acceptance of the producer goods.



STRATEGY AND MANAGEMENT

A company can only stay ahead of the competition in the marketplace if it innovates and keeps on inspiring consumers with enthusiasm. That is why we pay particular attention to the development of exclusive shell fabrics. We develop these together with selected weaving companies and textile finishers with whom we have established close partnership ties over a long period. We are assisted by experts from applied research in continuing to expand our range of sustainable clothing by innovative, environmentally friendly production procedures. Already at the stage of developing a collection, we carry out work on gradually transferring to sustainable fibres. At the same time, we start the process with comprehensive testing and analysis of physical parameters alongside environmental and health aspects in our own facilities and at accredited laboratories. If products deviate from our requirements that go beyond legal obligations, we analyze the cause together with our suppliers and take appropriate remedial measures. This enables us to maintain our high standards of product quality and safety.

We also set high standards for the fit, finish and predictable, on-time delivery. That's why we always keep different options open for our planning so that we are able to respond quickly to any changes. The continuous review of product quality is not simply confined to the entire production process. It also

extends to the accompanying process of quality assurance – through to production of the finished item in the country of production and at our headquarters in Herford. The checks focus primarily on total compliance with our detailed manufacturing guidelines and observance of strict tolerances with reference to the prescribed fit. By ensuring consistent compliance with the specified target sizes for our intermediate and finished items, we avoid inefficient and resource-intensive production of rejects. This comprehensive commitment before and during production ultimately pays off for all those players involved and also helps the environment. Our claim for the high quality of our products is also intended to contribute to our customers being able to use them for longer than usual and thereby conserve resources.

The measures we adopt to ensure the efficiency of all processes from product development to final acceptance are exceptionally effective – this is also reflected in our low reject rate. Only 1.16 percent of the shell fabrics tested in our comprehensive incoming inspections had to be sent back to the weavers because of defects in 2022 under review. Moreover, as a result of 100 percent quality control at the factories and statistical final inspection of the finished goods, only 0.71 percent of the products had to be declared seconds in 2022 (0.58 percent in 2021).

The number of finished items with defects serious enought to preclude to being sold in the usual way was lass than 1.0 percent in 2022. Our customers reflected that commitment with a complaints ratio of less than 1.0 percent.



MANAGING DIRECTOR
PROCUREMENT / TECHNOLOGY /

As a mid-sized, family-run company in the fashion sector, our aim is to take responsibility and continuously reduce the environmental impacts of our business activities. Our objective is in part to meet the aspirations of our customers for clothing produced on the basis of social and environmental principles. Beyond that, we also want to conserve the resources of our planet by structuring production processes in a more efficient way and using environmentally compatible materials. We put our trust in our long-standing, reliable production partnerships to achieve our aim of offering sustainable products almost exclusively by 2030, which impress customers with good quality and fit. Following the introduction

of EIM Scores to assess environmental impacts in product finishing based on a traffic-light system, we have pursued the goal of producing all denims in line with the green EIM Score by the end of 2022. 100 percent compliance with this score has been achieved. We are continuing to work intensively on addressing and expanding environmental protection even more systematically in the global supply chain in order to conserve key resources like water and energy.



SUSTAINABLE PRODUCTS AT BRAX BLUE PLANET

Blue Planet – These are our sustainable products at BRAX. Socially ethical, environmentally friendly and resource-saving. True to our claim: Feel Good! Good for people and environment, always stylish.

As part of the gradual conversion to innovative procedures and materials, we are committed to conserving natural resources, keeping people healthy and ensuring that our customers are better informed through our sustainability communication. Our aim is to generate a greater sense of awareness for this topic. Responsible action and protecting the environment are our objectives at BRAX.

This is precisely the approach we are pursuing with expansion of the Blue Planet collections at BRAX. The new metalabel Blue Planet unites a large number of sustainable BRAX products featuring

sustainable raw materials or environmentally friendly production procedures. Together with our management, we have defined the following concrete goals. By 2030, we want to make the metalabel Blue Planet a standard at BRAX. We have achieved our goal of labeling at least 50 percent of all BRAX products under Blue Planet by the end of 2022. By

2025 > 80%

2030 > 95% TO 100%

we are planning to have all BRAX products labelled Blue Planet. However, our products will only get the Blue Planet label at a minimum of 50 percent sustainable materials. Blue Planet is backed by a range of recognised standards, quality seals and certifications, including the following initiatives and programmes.





MANAGING DIRECTOR
PRODUCT BRAX, BRANDS RAPHAELA & EUREX

Our interpretation of sustainability at BRAX is not simply in terms of a trend. Sustainability for us means fostering a respectful approach to people and nature. We are therefore working intensively on achieving the goals we have defined in the area of our sustainable Blue Planet collections and, if possible, exceeding them. We work towards driving forward important changes within the development of the collection by reflecting on our

challenging goals and continuously developing them further. The transformation of the Blue Planet metalabel into the standard at BRAX is a demanding journey. We are building on our successes to date and continuing to pursue this step change with confidence and motivation. Our objective is to offer our consumers contemporary products in sustainable quality.



© Martin J. Kielmann for CmiA

COTTON MADE IN AFRICA

Cotton is an ancient cultivated plant with outstanding characteristics. However, its production may also be associated with undesirable impacts on the environment and the people living in the production countries. We support the initiative Cotton made in Africa (CmiA) to make the cultivation and processing of cotton as sustainable as possible. Sub-Saharan Africa is the third biggest cotton exporter in the world. Cotton is cultivated there by small-scale farmers. The livelihoods of more than 40 million people in the region are supported directly or indirectly by cotton. The cultivation and sale of the raw material often account for more than half the income of the producers.

Cotton therefore plays a key role in battling poverty and makes a major contribution to food security in many countries of Sub-Saharan Africa.

The Cotton made in Africa initiative was set up in 2005 and the organisation defines its mission as sustainably improving the living conditions of cotton producers in Sub-Saharan Africa. The commitment is not based on donations but rather on the principle of help for self-help through trade.

The activities of Cotton made in Africa are derived from the following overarching sustainability goals, which are also particularly important for BRAX:

SUPPORTING THE



PEOPLE – CmiA supports smallholder farmers and is committed to dignified labour conditions, gender equality and respect for the rights of children.

PLANET – CmiA is committed to protecting soil, water, biodiversity, the environment and the climate, including by banning the use of genetically modified organisms and reducing the negative effects of crop protection.

PROSPERITY – CmiA facilitates access to highquality equipment and is actively helping to raise productivity, increase fibre quality, and is dedicated to improved overall living conditions.

A win-win situation for everybody.



© Martin J. Kielmann for CmiA

BRAX has been supporting the Cotton made in Africa initiative since 2019. By purchasing BRAX products that are labelled as Cotton made in Africa, our customers are making an important contribution to the future of Africa and protecting the natural environment in the regions where cotton is grown.

ORGANIC

The ecological cultivation of natural fibers combines tradition, innovation and science. When growing organic, environmentally harmful methods which are used in conventional farming are banned. This is particularly important as sustainable cultivation helps to conserve and preserve natural resources.

The avoidance of synthetic crop protection and artificial fertilisers has a positive impact on water and air quality, but also for the health of the farmers.

By primarily using rainwater instead of fresh water for irrigation, water consumption is reduced compared to conventionally grown natural fibers.





EIM[©]-SCORE

In 2019, we started to convert the refinement of all denim jeans from BRAX to more sustainable procedures. The EIM Score from the Jeanologia finishing company is our benchmark for this process. EIM (Environmental Impact Measurement) is the first software for assessing environmental compatibility that was specially developed for the textile finishing sector in order to provide laundries and textile finishers with a tool that empowers them to establish more sustainable processes. The EIM Score provides an appraisal of the environmental influences of the industrial jeans washer and yields quantifiable data for sustainabi-

lity with a validated and comparable accreditation system. Consumption values are determined in the categories of water and energy. The chemicals used are classified by risk category, also taking worker health and safety into account. The EIM Score then uses a traffic light system to assess the results and presents them in the transparent format of Green, Amber and Red. In January 2022, we achieved our goal of being able to label 100 percent of our jeans with the green EIM Score for environmentally friendly refinement.









TENCEL[™] UND LENZING[™] ECOVERO[™] BY LENZING AG

In 2019, we decided to include the new plant fibre TENCEL™ Lyocell in our product portfolio in order to strengthen our commitment to the use of sustainable materials. TENCEL™ Lyocell is a naturally occurring building block based on cellulose which is sourced from the renewable raw materia wood grown under certified forestry management. Cellulose is characteristically bio-degradable. At the end of its life cycle, the fibres can therefore become part of the ecosystem again. Their naturally biodegradable products form the soil in which new plants can grow. TENCEL™ fibres are well known for their natural comfort and their good environmental compatibility. Their unique physical attributes play a key role in making them particularly breathable, skin-friendly and resilient for users.



BOTANIC ORIGIN



SUSTAINABLE PRODUCTION



After successful introduction of TENCEL™ fibres, we expanded our offering in 2021 with products from an additional cellulose-based viscose fibre. This is obtained from certified, renewable wood sources subject to high environmental standards and it is marketed as LENZING™ ECOVERO™ fibre. The manufacturing process for LENZING™ ECOVERO™ viscose fibres results in significantly lower environmental impacts thanks to more efficient use of water compared with conventional manufacturing processes.

That means this fibre is a valuable additional tool for converting our products to more sustainable materials.

Apart from the fibres described, we also use other fibres with sustainable characteristics without awarding them a label. The background to this is that we are currently in a consolidation phase. As a mid-sized company, we are analysing the areas in which it makes sense to join initiatives launched by organisations setting the standards and awarding seals of approval.



So as to meet the aspirations of our stakeholder groups, we are currently discontinuing the use of any classic down filling in our jackets. We are also planning to gradually introduce recycled shell fabrics and filling materials for our zero down jackets. These materials will comply with our high quality requirements and sustainability aspects as well.

In 2020, we already decided to join the FUR FREE RETAILER PROGRAMME (FFRP) so as to give a clear signal that we support more sustainability and animal protection, while at the same time emphasising our longstanding commitment to entirely rejecting the use of any form of genuine fur pelts in our products. The FFRP is an initiative by the Fur Free Alliance. It is active in more than 25 countries in the world and unites more

than 50 leading animal and environmental protection organisations with millions of supporters. The German representative for the programme is the animal protection organisation "FOUR PAWS – Foundation for Animal Welfare". You will find more information on this programme at www.furfreeretailer.com.

In addition, we do not market any products containing angora wool because we reject the widespread cruel practices used in breeding, husbandry and shearing of angora rabbits. We are also working towards gradually replacing leather labels with vegan alternatives so that we will no longer have to use any labels based on animal products in future.





CONCEPTS DESIGNED TO CONSERVE RESOURCES

As well as handling resources responsibly through the use of innovative materials and production processes along the supply chain, we are gradually transferring to more sustainable and resourcesaving alternatives in the area of paper-based elements. We are increasingly using paper sourced from responsibly managed forestry for hangtags and pocket patches. In the case of polybags made of plastic used for packaging our products, we are steadily incorporating a bigger recycled element. Our efforts are also being directed towards identifying more extensive opportunities for avoiding the use of plastic with the aim of driving forward positive changes relating to environmental protection. A good solution has been identified for our clothes hangers made of plastic. Here, we are im-

plementing the concept of the circular economy. We have commissioned a company specifically to collect used hangers from our business customers, our factory outlet centres and our logistics centre. The company then sorts and checks the hangers manually. If they are suitable for re-use, they are used again at a later point while defective hangers are shredded. The granulate created in the shredding process and the hooks made of metal are used to produce new clothes hangers. In 2022, 2,544,480 hangers were checked. Out of these, just under 85% (2,161,800 hangers) were returned to the production cycle.

« CONSERVING RESOURCES – SECURING THE FUTURE. »

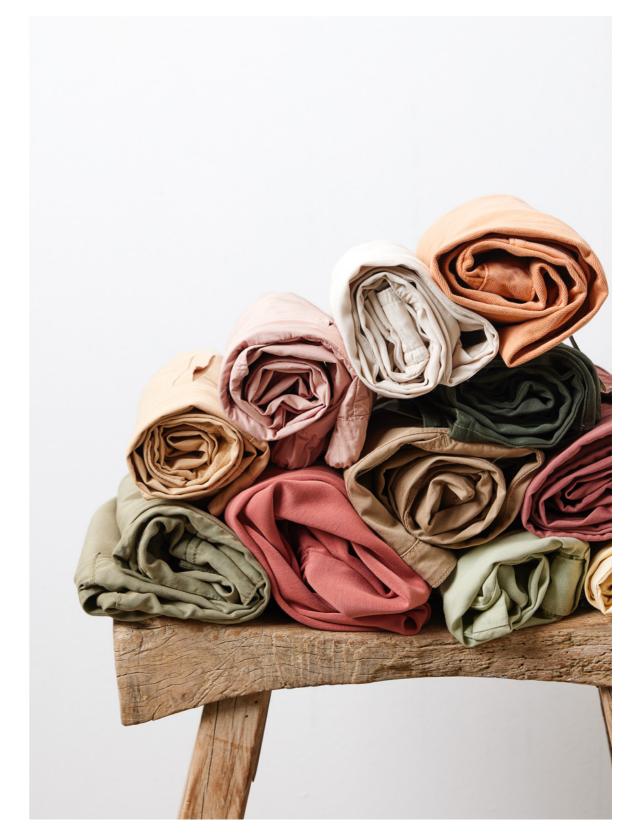
PRODUCT SAFETY

In all the countries where BRAX carries out business activities, the company consistently complies with the relevant legal standards. Naturally, this also applies to the impacts of products and services on health and safety. A number of laws are particularly relevant to our quality assurance, including the German Product Safety Act (ProdSG) and the German Product Liability Act (ProdHaftG), as well as the EU Textile Labelling Directive (TLDir), the European Chemicals Directive REACh (Registration, Evaluation, Authorisation and Restriction of Chemicals) and the EU POP Directive (Stockholm Convention on Persistent Organic Pollutants). We label all our products in accordance with the European Textile Labelling Directive (TKVo) and we also check our products for possible hazard potential.

In accordance with the basis of the obligation for market monitoring and guaranteeing product safety, BRAX takes all necessary measures to ensure that neither humans nor the environment can be harmed. One of the basic requirements for all our products is compliance with the Restricted Substance List defined by BRAX. This lists all the substances prohibited or limited in production and in the product itself and it goes far beyond the legal requirements of Germany and Europe. In 2022, there was not a single incident in case of legal requirements have not been complied with. There were also no complaints to pollutants in our products during this period.

Furthermore, we take into account voluntary information for our consumers when designing our care labels and provide information e.g. about the origin of the goods, give advice on care and designate other product features.

The implementation of legal norm and our inhouse standards depends on close and trusting cooperation with our suppliers. They make a contractual commitment to full application of all the necessary safety measures defined by our regulations for all the products that are supplied to us. Compliance with these regulations is regularly monitored by BRAX in announced and unannounced checks. More detailed information on this is provided in the section Responsibility in the Supply Chain from page 26.



CUSTOMER SATISFACTION

The satisfaction of the people who wear our clothing is paramount. Confidence in our firm, a high level of identification with our products, word-ofmouth recommendations and lasting relationships form the basis of our commercial success. It is therefore essential to have a precise understanding for the expectations of our customers. We use various channels for getting to know about their aspirations and finding out about their opinions. The primary method is using personal customer contact by our trained staff at our BRAX stores and we analyse their experiences. We also analyse the communication of our Customer Service by phone and email. Our Customer Service answers an average of over 3,900 phone calls and 2,800 emails every month. Enquiries about purchase orders and current marketing promotions are frequent topics. Our customers are also

increasingly making use of the contact form on our website for this kind of feedback. And they appear to be satisfied: Overall, 89 percent of customers rated our Customer Service as fast in 2022, 92 percent evaluated it as friendly and 89 percent as competent. Furthermore, we use regular customer surveys to help us to constantly improve our product range and tailor it to customers' requirements.

According to a survey carried out in 2022, 98 percent of our customers were satisfied with the quality of our products. These gratifying results provide an incentive for us to make the high standards for our products and services even better in the future.



MARC FREYBERG

MANAGING DIRECTOR MARKETING, SALES, PR

Alongside digitalisation, the topic of sustainability is currently the major issue in the clothing sector. In the modern world, consumers increasingly expect more sustainable products. We will only succeed in satisfying them over the long term if the stylish design and comfort of our products is complemented by their sustainability. We take this into account by continuing to expand the proportion of products labelled Blue Planet and thereby aligning our company on a future-proof roadmap. We intend to achieve this by focusing on our strengths and adapting our approach to changing circumstances. As a supplier of high-quality and durable products, we will only succeed in fulfilling the demands of the marketplace by making further strenuous efforts. We have already made a start. Now it's time to adopt a flexible approach to meeting future challenges and demonstrating to our customers what they can rely on at BRAX.

BRAX FEEL GOOD – THE FEEL GOOD FACTOR.



SATISFYING CUSTOMERS WITH SUSTAINABLE QUALITY! »



O4. OUR EMPLOYEES

BRAX "Feel Good"! We perceive this motto as not simply a brand promise to our customers - it also represents our commitment for personnel work within our company to achieve an overarching goal of promoting a feel-good factor among our employees. Our efforts are directed at all levels towards achieving appreciative and respectful interaction with each other and motivating employees to achieve peak performance and participate in a learning environment. After all, they form the basis for our success. We have understood that successes are always the result of teamwork - a team that is convinced by our products and is the enabler for creating a continuously high level of quality based on a great deal of know-how and the commitment to go the extra mile. Furthermore, modernity, passion and a highly customercentric approach are key factors defining our work. We have established them in our principles for corporate identity, in our management guidelines and in the BRAX Corporate Behavior Guidelines in order to make them transparent for everybody. These guidelines and principles also provide our employees with orientation for responsible actions within our company and in the outside world.

STRATEGY AND MANAGEMENT

Far-reaching technological change, shifts within society like demographic change and the Covid-19 pandemic: The requirements for our company are also changing along with these global challenges. If we are to meet the steady stream of new demands, we need to continuously develop our corporate culture. A core component of this is a cooperative management style that promotes the independent initiative of our employees.

Our success is only possible through commitment, creativity and the expertise of our workforce. Only employees who feel good in the company and identify with the BRAX brand will make a high-level commitment over the long term. At BRAX, we therefore take the attitude of our employees extremely seriously and we are committed to ensuring that the happiness of our employees in carrying out their work is always at the forefront of our endeavours.

An important challenge for our human resources work is demographic change. This is making it increasingly difficult to retain employees and knowhow within the company on a permanent basis. We are adopting a proactive approach to this topic and offering modern life and work models while also building a corporate culture based on mutual respect and defined by transparency. This also makes BRAX attractive for future employees. We also participate in job fairs and communicate strategically through well-placed advertisements and our career portal with the aim of attracting enthusiastic, creative applicants with new ideas and a passion for fashion.

We also systematically support the integration of new employees. We introduce them to our brand values, the management guidelines and Corporate Behavior Guidelines, as well as our corporate identity, and prepare them for their future functions and challenges. Right from the start, our employees get to know a wide range of different areas within the company. As a result, they already make contacts with colleagues within the company at an early stage and start to build up an internal network. This process also strengthens the communication culture at BRAX in general terms.

We take responsibility for the wellbeing of our employees. The health and safety of all BRAX employees are further core elements of our human resources work. All our workplaces meet the latest relevant ergonomic requirements. We work closely together with the company medical centre in order to guarantee occupational safety in the workplace. We also cooperate with a regional provider of the Workers' Welfare Association and present our employees with an offering of "Help through Self-Help". This advice is primarily phone-based and our aim is to stand by our workforce and offer assistance, particularly in individual crisis situations.

MANAGEMENT GUIDELINES

THE GUIDELINES

AND THEIR EFFECT

WE LEAD IN A COOPERATIVE MANNER AND DEMAND INDIVIDUAL RESPONSIBILITY FROM EMPLOYEES. WE LEAD IN A CLEAR, OPEN, BINDING AND TRANSPARENT WAY.

INDIVIDUAL INITIATIVE AND MOTIVATION RESULT.

TRANSPARENCY AND ACTIVE COMMUNICATION LEAD
TO IDENTIFICATION WITH BRAX. OUR EMPLOYEES SE
US AS ADVISORS, COACHES AND SPARRING PARTNER

OUR INTERACTION IS CHARACTERISED
BY TRUST, RESPECT, FAIRNESS AND ESTEEM
FOR ONE ANOTHER.

EYE-LEVEL INTERACTION GOES WITHOUT SAYING.

THIS LEADS TO SELF-CONFIDENCE, A SENSE OF BEING

EVERY LEADER MAKES DECISIONS WITHIN HIS AREA OF RESPONSIBILITY WITHIN THE SCOPE O THE DEFINEDTARGETS AND THE ESTABLISHED FRAMEWORK CONDITIONS. THE CLEAR AREA OF RESPONSIBILITY ASSIGNED TO EACH INDIVIDUAL LEADS TO CERTAINTY IN ACTIONS AND THE COURAGE TO MAKE DECISIONS

WE USE THE FEEDBACK PROCESS AS A
MANAGEMENT TOOL AND ENCOURAGE CRITICAL
DIALOGUE. WE ACTIVELY DEVELOPOUR EMPLOYEES
AND PROMOTE THEIR POTENTIAL.

FEEDBACK LEADS TO REFLECTION ON ONE'S OWN
BEHAVIOUR AND PERFORMANCE. CRITICAL DIALOGUE
IS A STIMULUS FOR IMPROVEMENT. INDIVIDUAL
STRENGTHS AND POTENTIAL ARE UTILIZED; TALENTED

WE ANALYSE AND MONITOR PROCESSE AND IMPLEMENT SOLUTIONS.

MONITORING GOES WITHOUT SAYING. WE LEARN
FROM MISTAKES AND ARE OPEN TO CHANGE.

THE FOCUS IS ON THE RESULTS TO BE ACHIEVED.

BRAX CORPORATE BEHAVIOR GUIDELINES

WE KEEP OUR PROMISES.

WE BUILD LONG-TERM TRUST WITH
OUR PARTNERS, THANKS TO OUR
RELIABILITY AND CREDIBILITY.
WE STAND FOR OUR DECISIONS.

WE ARE HIGHLY PROFESSIONAL.

WE ARE HIGHLY COMPETENT AND ACT
PROFESSIONALLY. WE KEEP ABREAST OF
THE TIMES. WE USE THE STRENGTHS OF
THE ENTIRE TEAM. THEREBY WE
ACHIEVEBETTER RESULTS.

WE EMBODY THE BRAX BRAND.

WE CONFIDENTLY WEAR THE LATEST BRAX PRODUCTS, ESPECIALLY WHEN REPRESENTING BRAX INTERNALLY AND EXTERNALLY. AT THE SAME TIME, WE VALUE OUR INDIVIDUALITY AND COMPLEMENT OUR LOOKS WITH PERSONAL, NON-BRANDED ITEMS IF NECESSARY.

WE INSPIRE PASSION.

WE STRONGLY IDENTIFY WITH BRAX.

IT IS IMPORTANT FOR US TO PERFORM

OUR TASKS WITH ENJOYMENT AND

ENTHUSIASM. WE HAVE A GENUINE,

POSITIVE ATTITUDE.

WE CONFIDENTLY REPRESENT OUR POSITION.

WE ENTHUSIASTICALLY PURSUE OUR
GOALS AND HAVE A CLEAR APPROACH.
WE ARE OPEN TO THE VIEWS OF OUR
COLLEAGUES AND PARTNERS AND HOLD
CONSTRUCTIVE DIALOGUES. WE WELCOME
OPEN AND RESPECTFUL FEEDBACK, IN
ORDER TO DEVELOP.

WE ARE SYMPATHETIC WIN-NERS.

OUR COURAGE AND ENERGY IS WHAT
DRIVES US TO ACHIEVE OUTSTANDING
PERFORMANCES. WE GET THINGS DONE
AND REMAIN FOCUSSED ON KEY
OBJECTIVES. WE WIN PEOPLE OVER
WITH OUR ACTIVE COMMUNICATION
AND POSITIVE ATTITUDE.

WE THINK AND ACT IN A SOLUTION-ORIENTED

MANNER.

WE FOCUS ON OUR CUSTOMERS. WE IDENTIFY OBSTACLES ALONG THE WAY AND INDEPENDENTLY FIND THE RIGHT SOLUTIONS.

WE MAINTAIN PARTNERSHIPS BASED ON TRUST.

WE ARE SENSITIVE AND

EMPATHETIC. WE ARE ALL

RESPONSIBLE FOR OUR SHARED

SUCCESS. OUR DEMEANOUR

AND FORESIGHT CREATE SYMPATHY.

WE CONTINUALLY ADAPT.

WE HAVE THE COURAGE TO CHANGE AND ARE OPEN TO INNOVATION. WE MAKE MISTAKES AND CONSISTENTLY CORRECT THESE IN ORDER TO DEVELOP.

OUR THINKING IS ENTREPRENEURIAL AND DECISIVE.





UWE HETBERG

MANAGING DIRECTOR HUMAN RESOURCES

pany: There are many different ways in which we promote satisfaction, performance and loyalty to our company among our employees. Effective personnel management is only possible with satisfied and motivated employees. Our established values – stylish, passionate, smart – are the beacons guiding our actions. In line with these principles, we want to act more sustainably and continue to be perceived as an attractive employer.

PERSONNEL STRUCTURE

Diversity and equal opportunity are key topics in our corporate culture. Indeed, the proportion of female managers in the BRAX management circle was 51.7 percent in 2022. Four women are represented in the 18-strong Management Team of our company. This corresponds to a share of 22.2 percent. Our objective is to include additional appropriately qualified women in our executive management board.

The interests of our employees are safeguarded by a works council. In 2022, there were six female members and seven male members, including the chair of the works council. Six members of the works council were aged between 31 and 50, and seven were over 50 years old. In 2022, two representatives dealt with the concerns of employees with disabilities. One man and two women were members of the representative body for young people and apprentices.



HEADCO	DUNT	WOMEN	MEN	UP TO 30*	31-50*	OVER 50*
MANAGEMENT TEAM	18	22.2%	77.8%	0.0%	22.2%	77.8%
MANAGEMENT CIRCLE	143	51.7%	48.3%	1.4%	37.8%	60.8%
EMPLOYEES	909	78.4%	21.6%	13.4%	34.5%	52.0%

MANAGEMENT STRUCTURE AT BRAX 2022"

* Age in years ** Values for total workforce: Leineweber GmbH & Co. KG incl. BRAX Store GmbH & Co. KG, BRAX Austria GmbH, BRAX Netherlands B.V., BRAX Switzerland GmbH, BRAX Denmark ApS, BRAX Belgium BVBA / Retail NV and BRAX VSD GmbH & Co. KG

	WOMEN		MEN	
	FULL-TIME	PERMANENT	FULL-TIME	PERMANENT
LEINEWEBER*	61.8%	93.1%	88.8%	91.0%
BRAX STORE*	21.3%	98.9%	53.6%	89.3%
BRAX AUSTRIA**	32.4%	94.1%	100.0%	100.0%
BRAX NETHERLANDS***	10.3%	89.7%	25.0%	50.0%
BRAX SWITZERLAND**	33.3%	100.0%	100.0%	100.0%
BRAX DENMARK****	100.0%	100.0%	100.0%	100.0%
BRAX BELGIUM****	51.8%	98.2%	66.7%	100.0%
BRAX VSD*	0.0%	66.7%	100.0%	100.0%

NUMBER OF FULL-TIME AND PERMANENT CONTRACTS 2022

Values for total workforce without apprentices

* GmbH & Co. KG ** GmbH *** B.V. **** ApS ***** BVBA / Retail NV

			COLLECTIVE A	GREEMENTS
	EMPLOYEES	WOMEN	MEN	
LEINEWEBER*	636	403	233	81.13%
BRAX STORE*	291	263	28	96.91%
BRAX AUSTRIA**	36	34	2	83.33%
BRAX NETHERLANDS***	33	29	4	87.88%
BRAX SWITZERLAND**	5	3	2	20.00%
BRAX DENMARK****	4	2	2	0.00%
BRAX BELGIUM*****	59	56	3	91.53%
BRAX VSD*	6	3	3	83.33%
TOTAL	1.070	793	277	85.70%

PERSONNEL STRUCTURE 2022

Total workforce at year end incl. apprentices and employees on parental leave * GmbH & Co. KG ** GmbH *** B.V. **** APS ***** BVBA / Retail NV

(HE	NEW EMPLOYEES EADCOUNT AT YEAR-END)	PERCENTAGE OF NEW EMPLOYEES	PERCENTAGE OF NEW FEMALE EMPLOYEES
LEINEWEBER*	53	8.8%	64.2%
BRAX STORE*	71	24.5%	84.5%
BRAX AUSTRIA**	6	16.7%	100.0%
BRAX NETHERLANDS**	* 6	12.8%	66.7%
BRAX SWITZERLAND**	0	0.0%	0.0%
BRAX DENMARK****	1	24.0%	100.0%
BRAX BELGIUM*****	7	11.9%	85.7%
BRAX VSD*	1	16.7%	100.0%
TOTAL	145		

NEW HIRES 2022

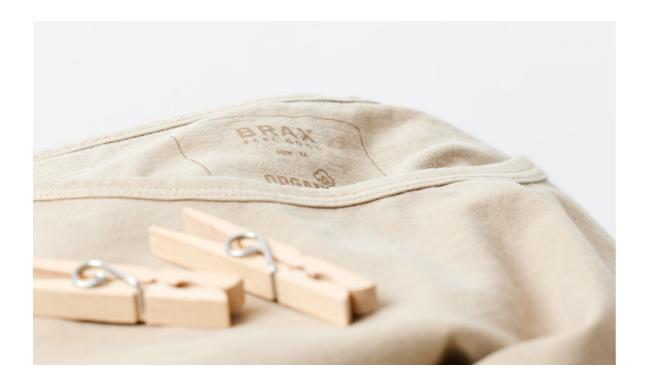
Total workforce at year end incl. apprentices and employees on parental leave

* GmbH & Co. KG ** GmbH *** B.V. **** ApS ***** BVBA / Retail NV

	LABOUR TURNOVER (*)	TURNOVER RATE	RETIREMEN
LEINEWEBER*	29	4.6%	:
BRAX STORE*	47	16.2%	
BRAX AUSTRIA**	6	16.7%	
BRAX NETHERLANDS***	7	21.2%	
BRAX SWITZERLAND**	0	0.0%	
BRAX DENMARK****	0	0.0%	
BRAX BELGIUM*****	10	16.9%	
BRAX VSD*	0	0.0%	
TOTAL	99		

FLUCTUATION AND NEW PENSIONERS 2022

* GmbH & Co. KG ** GmbH *** B.V. **** ApS ***** BVBA / Retail NV (*) Expiry of temporary contracts, redundancies and resignations



BASIC AND ADVANCED TRAINING

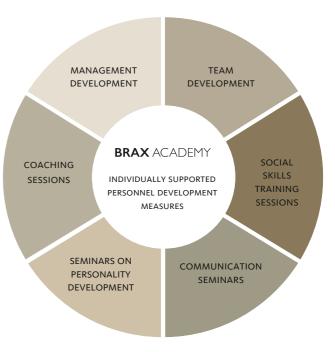
Initial vocational training has been a tradition at BRAX for decades and this enables us to draw on a pool of high-flying employees who have increasingly come to identify with our business. We are delighted that a large proportion of our present workforce started their professional careers with BRAX. Our training concept motivates our employees to be high achievers and forms the platform for their and our - future success. We also make contact at an early stage with potential new apprentices outside our company. We maintain close links with local schools and colleges that run courses which are relevant to our industry, both in our own region and nationwide throughout Germany. As one of Herford's biggest employers, BRAX has a special social obligation in the region of East Westphalia Lippe, which we are happy to fulfil with our commitment to vocational training. Every year, we enable 10 to 14 apprentices, and where possible students doing practical training and trainees to launch themselves on a successful career in the clothing industry. In the year under review, we employed a total of 34 apprentices. This corresponds to an apprenticeship ratio of 5.6 percent. In 2022, we also employed a total of four students doing practical training.

In our apprenticeships for industrial clerks, textile and fashion tailors, retail sales assistants, media designers, sales personnel for e-commerce, warehouse logistics specialists, electronics technicians for production equipment and IT specialists for system integration, application development and data and process analysis, we believe in qualifying our young people well beyond the bounds of their apprenticeship requirements. We also offer integrated degree programmes where

our trainees combine practical in-service training with a degree course in parallel (Bachelor of Arts). In the year under review, there were two twin-track students with in-service training. Our company's contemporary outlook and varied activities enable our apprentices to be involved in a number of interesting processes and projects with practical relevance, such as organising and running customer events. As part of their apprenticeships, we provide advanced vocational training in order to prepare our apprentices for their subsequent specialisation.

Technical innovations, advancing digitalisation, a more international perspective and increased expectations of customers present very demanding challenges for the know-how and flexibility of each individual employee. In a process of continual

change, one of our most important functions is to prepare our employees proactively for new challenges. We know that the key to future success lies in targeted and visionary personnel development. Specialist training courses, visits to external events, IT seminars and language training courses are therefore part of standard procedures at BRAX. Young professionals have the opportunity to obtain support from our personnel developers by taking a part-time degree alongside their job, and they have access to individual advice in planning their career. Our portfolio also includes seminars and coaching sessions that allow us to promote the personal development of our employees in accordance with their needs.



PERSONNEL DEVELOPMENT BY BRAX

This includes the following measures (see chart below). During the year under review, we identified the importance of supporting our managers with the roll-out of key management guidelines for the success of our company and making appropriate arrangements for the development of their competences. Our personnel developers offer individual support for the participants in relation to all the measures outlined above.

This allows us to address the expectations of employees every day and meet the requirements of a modern and performance-oriented apparel company. In 2022 we carried out a total of 976.5 training days with 576 participants.



WORK - LIFE BALANCE

The work-life balance - the balance between working life and private requirements - must be right if an enterprise is to remain attractive as an employer and secure long-term employee loyalty. That's why we support our employees in getting the balance right between career and private life. For example, colleagues in Human Resources cooperate with the Workers' Welfare Association to help employees find child-care places of give advice and assistance in connection with looking after family members in need of care. During the Covid-19 pandemic, many of our employees worked from their home offices. The positive experiences derived from the pandemic period have encouraged us to continue offering one home-office day each week.

We also facilitate a smooth transition between working life and leisure arrangements in order to strengthen cohesion among colleagues. This involves promoting activities outside work such as sport or social occasions, and we regularly organise employee events. Unfortunately, we were only able to hold a few events during the reporting year on account of the pandemic. These included a summer barbecue event and an anniversary celebration at our company.



In addition, we were able to hold sporting events like "Cycling to Work" and the "widufix Run" organised in a digital format (run for apprenticeship training in the Herford district – an initiative by the local business organisation in Herford: Wirtschaftsstandort Kreis Herford e.V.). Our commitment pays off. We regard a low level of employee turnover and records of long service with the company for many employees as an index of the high level of employee satisfaction.

GRI CONTENT INDEX

This sustainability report relates to the business year 2022 starting on 1 January 2022 and ending on 31 December 2022. The closing editorial deadline was 30 April 2023. Unless otherwise indicated, the facts and figures provided in this report apply to the business year 2022. The information on the different projects was updated as far as the closing editorial deadline so that the latest status of the projects could be presented. The information in this report relates to the activities of Leineweber GmbH & Co. KG with

registered office in Herford and its subsidiaries (see page 14), designated in summary form as BRAX. Since publication of the first BRAX Sustainability Report in the public domain in 2013, reporting has been carried out on an annual basis with an update of key figures every two years.

This report has been prepared in accordance with the GRI standards: Core option.

GRI-STANDARD	DISCLOSURE	PAGE NUMBER(S)	OMISSION
GRI 102: GENERAL	1. ORGANIZATIONAL PROFILE		
DISCLOSURES 2016	102-1 Name of the organization	8, 13, 14, 76	
DISCLOSORES 2010	102-2 Activities, brands, products, and services	13-16	
	102-3 Location of headquarters	13-14, 44, 70, 76	
	102-4 Location of operations	14, 26-27	
	102-5 Ownership and legal form	14	
	102-6 Markets served	15	
	102-7 Scale of the organization	13, 15, 16, 18, 67	
	102-8 Informationen on employees and other workers	67-69	
	102-9 Supply chain	23	
	102-10 Significant changes to the organization and its supply chain	14-15, 26, 33	
	102-11 Precautionary principle or approach	4-5, 42-56	
	102-12 External initiatives	16-17	
	102-13 Membership of associations	16-17	
	2. STRATEGY		
	102-14 Statement from senior decision-maker	4-5	
	3. ETHICS AND INTEGRITY		
	102-16 Values, principles, standards, and norms of behavior	29, 63-64	
	4. GOVERNANCE		
	102-18 Governance structure	14, 20-21, 63, 67	
	5. STAKEHOLDER ENGAGEMENT		
	102-40 List of stakeholder groups	10	
	102-41 Collective bargaining agreements	68	
	102-42 Identifying and selecting stakeholders	10-12	
	102-43 Approach to the stakeholder engagement	10-12	
	102-44 Key topics and concerns raised	11-12	
	6. REPORTING PRACTICE		
	102-45 Entities included in the consolidated financial statements	14-15	
	102-46 Defining report content and topic boundaries	10-12	
	102-47 List of material topics	11	
	102-48 Restatement of information	nicht anwendbar	
	102-49 Changes in reporting	nicht anwendbar	
	102-50 Reporting period	74	
	102-51 Date of most recent report	74	
	102-52 Reporting cycle	74	
	102-53 Contact point for questions regarding the report	76	
	102-54 Claims of reporting in accordance with the GRI Standards	8. 74	
	102-55 GRI Content Index	74-75	
	102-56 External assurance	nicht anwendbar	

BRAX	GRI-STANDARD	DISCLOSURE	PAGE	OMISSION
WESENTLICHE THEMEN	ı		NUMBER(S)	
Economic	GRI 103: Management	103-1 Explanation of the material topic and its boundary	4-5, 8-13	
performance	approach 2016	103-2 The management approach and its components	4-5, 8-13	
		103-3 Evaluation of the management approach	4-5, 8-13	
	GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	15, 18	201-1 a. ii., iii: Confidentiality constraints
Quality assurance	GRI 103: Management	103-1 Explanation of the material topic and its boundary	44-45	
	approach 2016	103-2 The management approach and its components	44-45	
		103-3 Evaluation of the management approach	44-45	
	Own aspects	QA-1 Return shell fabrics (metres)	44-45	
		QA-2 Internal test results seconds	45	
		QA-3 Internal test results thirds QA-4 Customer complaints	45 45	
Customer satisfaction	GRI 103: Management	103-1 Explanation of the material topic and its boundary	58-59	
Customer sutisfaction	approach 2016	103-2 The management approach and its components	58-59	
	.,,	103-3 Evaluation of the management approach	58-59	
	GRI 417: Marketing	417-1 Requirements for product and service information and labeling	56	417-1 b: Information unavailable
	and labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	56	
	Own aspect	CS-1 Results of surveys measuring customer satisfaction	58	
Employee satisfaction	GRI 103: Management	103-1 Explanation of the material topic and its boundary	62-64	
and loyalty	approach 2016	103-2 The management approach and its components	62-64	
		103-3 Evaluation of the management approach	62-64	
	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	69	
	GRI 404: Training and	404-1 Average hours of training per year per employee	72	404-1 Data on gender and
	education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	70-72	employment type are not collected.
	GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	67-69	
	Own aspects	ES-1: Corporate Behavior Guidelines	64	
		ES-2: Programmes for skills management and lifelong learning that support the continued employability of employees	70-73	
Social responsibility	GRI 103: Management	103-1 Explanation of the material topic and its boundary	26-27	
in the supply chain	approach 2016	103-2 The management approach and its components	26-27	
		103-3 Evaluation of the management approach	26-27	
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	33	
	Own aspects	SR-1: Code of Conduct content and coverage	29, 33	
		SR-2: Parties and personell engaged in Code of Conduct compliance function	28-33	
		SR-3: Compliance audit process	28-34	
		SR-4: Policies for supplier selection, management, and termination	28-35	
		SR-5: Percentage of factories with valid passed audits	33	
		SR-6: Results of valid audits	33	
Customer health	GRI 103: Management	103-1 Explanation of the material topic and its boundary	44-45, 56	
and safety	approach 2016	103-2 The management approach and its components	44-45, 56	
,		103-3 Evaluation of the management approach	44-45, 56	
	GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of products and service categories	44-45, 56	
Environmental respon-	GRI 103: Management	103-1 Explanation of the material topic and its boundary	24-28, 35	
sibility	approach 2016	103-2 The management approach and its components	24-28, 35	
in the supply chain		103-3 Evaluation of the management approach	24-28, 35	
	GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	35, 56	
	Own aspect	ER-1: Compliance process ER-2: Sustainable production processes	35 44-55	
December 1	CDI 102: Man			
Procurement strategy	GRI 103: Management	103-1 Explanation of the material topic and its boundary 103-2 The management approach and its components	44-45 44-45	
	approach 2016	103-2 The management approach and its components 103-3 Evaluation of the management approach	44-45	
	Own aspect	PS-1: Values and principles of the organization's procurement strategy	8, 20-21, 24-35	

WE WOULD LIKE TO EXPRESS OUR SPECIAL THANKS TO

ALL THOSE PEOPLE WHO HAVE HELPED TO PRODUCE THIS REPORT:

OUR CONSUMERS, OUR BUSINESS
CUSTOMERS, OUR SUPPLIERS AND
SERVICE PROVIDERS, AND NATURALLY
OUR EMPLOYEES AND SHAREHOLDERS.

CONTACT/PUBLISHER

Do you have any questions relating to the topic of sustainability at BRAX?

If this is the case, we would be delighted to hear from you. You can contact us by email, telephone or post. We look forward to hearing from you.

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