



## **WEHKAMP CSR POLICY**

### **Wehkamp Vision**

Our Vision is to become the number one in the minds and hearts of Dutch families.

### **Wehkamp Mission**

Our Mission is to make the lives of these families nicer and more easy. We feel responsible for the world around us and think carefully about our impact. Nice and easy is not just about assortment and service, but also about the way these products are produced and delivered to our customers.

Part of our mission is that we cause no unnecessary harm and improve social and environmental circumstances. Day by day, together with our suppliers and partners, we will work on a better world for our and future generations.

### **CSR Policy and Goals**

In this CSR Policy we define our goals and ambitions for the coming years. In this we distinguish the following topics:

- the supply chain of our private label products;
- the ecological footprint and social responsibilities of the other brands on our website;
- animal welfare;
- the ecological footprint of our own operations.

We always expect production facilities in our supply chain to live up to local regulations and the standards of the International Labour Organization.

## Supply Chain of our private label

In our private label supply chain we focus on four key areas. The working conditions in the production facilities, the environmental impact of the production processes, the raw materials that are used and the design of our private label products.

### *The working conditions in the production facilities that produce our private label products.*

We will respect the working conditions and the well-being of people that work in our supply chain and take all measures to minimize negative social impact and maximising the positive ones.

- Our CSR Code of Conduct defines what we expect from suppliers on the social circumstances. All our suppliers have to live up to the requirements in our Code of Conduct.
- We audit a new production facility before we place the first order or select production facilities that already have been audited. We check the progress of every production facility at least once every two years to make sure they live up to the social requirements of our CSR Code of Conduct.
- We are a member of Amfori BSCI (Business Social Compliance Initiative) an international established organization that also performs audits in our production locations.
- We have a zero tolerance policy on bribery, child labour, forced labour, abuse and work situations that cause direct risks for the workers. If there is a zero-tolerance incident in one of our production facilities we will work together with the management to find the root cause of the problem and take corrective actions. If the management is not able to meet the required improvements in time we will stop working with the facility.
- On other topics as living wage for the workers, overtime, freedom of association, gender & discrimination, use of chemicals and safety & health of the workplace we work continuously with the production facilities on improvements if these are necessary.
- If possible we will reduce the number of production facilities and strive for lasting relationships so we can reward good practices and improve the social circumstances even further.
- We will make sure that our purchasing practices don't put pressure on the production locations that can result in social circumstances that are below the standard described in our CSR Code of Conduct.
- We will work with our suppliers to investigate and eradicate risks further in the supply chain. In this we start with those countries, processes and topics that have the biggest risks and the highest impact.

### *The environmental impact of the production of our private label products*

We continuously work to reduce the environmental impact caused by the use and discharge of water, energy and chemicals in our supply chain.

- Our CSR Code of Conduct defines what we expect from suppliers on their impact on the environment. All our suppliers have to live up to the requirements in our CSR Code of Conduct.
- We audit a new production facility before we place the first order or select production facilities that already have been audited. We check the progress of every production

facility at least once every two years to make sure they live up to the environmental requirements of our CSR Code of Conduct.

- We have a zero tolerance policy on environmental dumping. If there is a zero-tolerance accident in one of our production facilities we will work together with the management to find the root cause of the problem and take corrective actions. If the management is not able to meet the required improvements in time we will stop working with the facility.
- We will continue to work with the production facilities on further improvements in the use of chemicals if necessary if these are necessary.
- If possible we will reduce the number of production facilities and strive for lasting relationships so we can reward good practices and improve the environmental circumstances even further.
- We will make sure our buying decisions don't put pressure on the production locations that can result in impact on the environment that is below the standard described in our CSR Code of Conduct.
- We will work with our suppliers to investigate and eradicate negative impact on the environment further in the supply chain. In this we start with those countries and processes that have the biggest risks and the highest impact.

*The raw materials in our private label products.*

We keep changing to more sustainable raw materials to make sure that in 2025:

- 75% of our cotton is from sustainable sources (Better Cotton Initiative)
- 75% of our wood is from sustainable sources (Forest Stewardship Council)
- For the other materials we will use sustainable sources if available (lyocell, recycled etc).

In this we have the following minimum timeline:

<b>Year</b>	<b>Sustainable Cotton (BCI)</b>	<b>FSC Wood</b>
2019	0%	15%
2020	0%	25%
2021	20%	35%
2022	35%	45%
2023	50%	55%
2024	65%	65%
2025	75%	75%

*The design of our private label products.*

Limiting the environmental and social impact is part of our design process.

- In our design process we keep the environmental impact in mind and where possible we reduce the use of materials and, with this, limit the production time and waste.

### **The ecological footprint of the other brands on our Wehkamp platform**

We can only achieve our mission if our suppliers share our responsibility.

- We expect all suppliers and brands on our website to live up to the requirements of our CSR Code of Conduct.
- We motivate our suppliers to invest in a CSR policy.
  - In 2025 we expect all suppliers to have an implemented CSR policy with positive results (SDG 12, responsible consumption and production).
  - We will actively contact our top suppliers on how we can work together in this journey.
- Our zero tolerance policy on bribery, child labour, forced labour, abuse, work situations that cause direct risks for the workers and environmental dumping applies for all brands on our website. If there is a zero-tolerance incident in one of the production facilities of the brands on our website we will work together with the brand to find the root cause of the problem and take corrective actions. If the brand is not able to meet the required improvements in time we will immediately stop our collaboration.
- On other topics as living wage for the workers, overtime, freedom of association, gender & discrimination, use of chemicals and safety & health of the workplace we will work continuously with the brands our website on improvements if these are necessary.
- We motivate the brands we work with to invest in sustainable raw materials.
- We expect that the brands on our platform prevent all purchasing practices that put pressure on production locations that can result in social circumstances and environmental impact that are below the standard described in our CSR Code of Conduct.

### **Animal welfare**

We take all measures to prevent animal suffering in our supply chain.

- We only use materials that come from animals that are kept for meat production.
- In our products we do not use real fur, cashmere, mohair, angora, down or feathers obtained by live-plucking and force-feeding, or materials from exotic animals and endangered species.

## **The ecological footprint of our own operations**

We are committed to make our operations climate neutral in 2025.

To achieve this we will keep investing in sustainable solutions for transport, packaging and in our facilities.

### *Transport.*

- We will reduce the carbon dioxide emissions generated by our transport activities further by minimizing the number of movements, investing in sustainable means of transport and reducing “air” in transport.

### *Packaging.*

- We will reduce our impact on the climate further by limiting our use of packaging, expanding recycled packaging and changing towards more sustainable packaging.

### *Our Facilities*

- We will reduce our impact on the climate by reducing our energy consumption, investing in sustainable energy sources, using sustainable materials and construction techniques and implementing the most sustainable options for catering, office supplies and waste management.