

WiCa Handelsgesellschaft mbH, Moosweg 3, 87545 Burgberg im Allgäu

Human Rights and Environmental Policy Statement

WiCa Handelsgesellschaft mbH

Version 1.0 – June 2026

Commitment

WiCa Handelsgesellschaft mbH is committed to conducting its business in a responsible, ethical and sustainable manner.

As a European trading company operating with international supply chains, we recognize our responsibility to respect human rights, protect the environment and contribute to sustainable development throughout our business activities. This policy applies to all employees, suppliers, subcontractors, business partners and other stakeholders connected to WiCa Handelsgesellschaft mbH.

International Standards

Our commitment is based on internationally recognized frameworks and standards, including:

- Universal Declaration of Human Rights (UDHR)
- UN Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- UN Global Compact
- ILO Core Labour Conventions
- amfori BSCI Code of Conduct
- Global Organic Textile Standard (GOTS)
- Global Recycled Standard (GRS)

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Respect for Human Rights

WiCa Handelsgesellschaft mbH respects all internationally recognized human rights.

We are committed to identifying, preventing and mitigating adverse human rights impacts linked to our business activities and supply chains.

We expect our suppliers and business partners to uphold the same principles.

Particular attention is given to vulnerable groups, including:

- Children
- Young workers
- Migrant workers
- Women
- Persons with disabilities
- Ethnic and religious minorities

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Labour Standards

WiCa Handelsgesellschaft mbH and its suppliers shall provide working conditions that respect human dignity.

The following practices are strictly prohibited:

- Child labour
- Forced labour
- Bonded labour
- Human trafficking
- Physical abuse
- Harassment
- Discrimination

We support:

- Fair remuneration
- Equal opportunities
- Freedom of association
- Collective bargaining rights
- Safe and healthy workplaces
- Compliance with applicable labour laws

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Environmental Responsibility

Environmental protection is an integral part of our corporate responsibility.

We are committed to reducing negative environmental impacts throughout our operations and supply chains.

Our environmental priorities include:

- Reduction of greenhouse gas emissions
- Responsible use of natural resources
- Sustainable sourcing
- Waste reduction
- Pollution prevention
- Responsible chemical management
- Continuous environmental improvement

We encourage our suppliers to follow recognized standards such as OEKO-TEX®, ZDHC, GOTS and GRS where applicable.

Responsible Chemical Management

WiCa Handelsgesellschaft mbH promotes the elimination of hazardous chemicals from textile production processes.

We require compliance with:

- REACH Regulation
- POP Regulation
- WiCa Restricted Substance List (RSL)
- ZDHC Manufacturing Restricted Substances List (MRSL)

Suppliers are expected to continuously improve their chemical management systems and support the goal of reducing hazardous substances in production.

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Due Diligence and Risk Management

WiCa Handelsgesellschaft mbH implements risk-based due diligence processes to identify and assess potential human rights and environmental risks.

These activities include:

- Supplier assessments
- Audits and certifications
- Site visits
- Review of grievance reports
- Monitoring of legal developments

Where risks or violations are identified, corrective actions are implemented and monitored.

Grievance Mechanism

Employees, suppliers, workers and external stakeholders may report concerns regarding human rights, environmental issues or unethical conduct.

Reports may be submitted confidentially or anonymously via:

complaints@wicahandelsgesellschaft.de

WiCa Handelsgesellschaft mbH does not tolerate retaliation against individuals who raise concerns in good faith.

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Supplier Expectations

All suppliers and subcontractors are expected to:

- Comply with applicable laws
- Respect human rights
- Maintain safe working conditions
- Protect the environment
- Cooperate in audits and assessments
- Implement corrective actions where required

Failure to comply with these expectations may result in the suspension or termination of the business relationship.

Governance and Review

The CEO of WiCa Handelsgesellschaft mbH is responsible for overseeing the implementation of this policy.

This statement is reviewed regularly and updated whenever significant legal, operational or organizational changes occur.

Alessandro Canosa
(CEO)
Burgberg, 23.06.2026