

Our company

CWS Workwear provides durable and sustainable work clothes, protective wear PPE, hygiene clothing, service clothing, business fashion, CI wear & uniforms in a business model focused with having a service concept. We offer the options of washing, repairing and delivery on a regular basis. CWS Healthcare offers a laundry service for nursing and residential homes, emergency services and flat linen. Around 5300 employees in 15 European countries ensure the success of CWS Workwear and CWS Healthcare.

Our Sustainable Procurement Policy

1. Purpose

Our company is committed to sustainable procurement practices that prioritize environmental protection, uphold labor and human rights, and adhere to international standards, including the Amfori Business Social Compliance Initiative (BSCI) Code of Conduct, OECD Guidelines for Multinational Enterprises, Core Conventions of the International Labour Organization (ILO), and the Ten Principles of the UN Global Compact. This policy outlines our commitment to responsible sourcing and sets the standards for our suppliers and partners.

2. Environmental Responsibility

To assess the product risk of a new product, we analyze the entire supply chain for potential environmental risks. We examine environmental standards, emissions, resource use, and the handling of hazardous materials to ensure the product has no significant negative environmental impacts. We are dedicated to minimizing the environmental impact of our operations and total supply chain. The environmental footprint of our operations is monitored for a long time ready with the consumption of energy, gas, water and fuel. We also monitor the durability of the lifetime of our products to conserve raw materials and energy and promote reuse make sure we take full responsibility. In the last 5 years, we learned with verified studies that we can reach more positive environmental impact with our procurement. So, in addition to the focus on the social aspects for many years, the procurement practices have focus on:

- Promote Sourcing Sustainable Materials: Prioritize sourcing materials that are renewable, recyclable, or biodegradable, such as certified recycled polyester or cotton and ensure reparability of the garment and reuse (second hand) (used labels are Repeve, Fair Trade, Cotton made in Afrika a.o.)
- Reduce Carbon Footprint: Select suppliers who demonstrate efforts to minimize their carbon emissions through energy efficiency, use of renewable energy, and sustainable transportation methods.
- Waste Management: Partner with suppliers who have robust waste reduction and recycling programs in place, aiming to reduce overall waste and pollution.

3. Labor and Human Rights

To assess the country risk of a production country and the producer risk, we evaluate working conditions, human rights, child labor, and discrimination to ensure compliance with social standards. We are committed to upholding the highest standards of labor and human rights across our supply chain.

Our suppliers must respect, confirm and implement our Code of Conduct Supply, based on **OECD Guidelines for Multinational Enterprises, Core Conventions of the International Labour, Organization (ILO), and the Principles of the UN Global Compact:**

- Respect Workers' Rights: Adhere to fair labor practices, including fair wages, reasonable working hours, and the right to unionize, in line with the Core Conventions of the ILO.
- Prohibit Forced and Child Labor: Strictly prohibit all forms of forced labor, including human trafficking and child labor, as outlined in the ILO Conventions.
- Ensure Safe Working Conditions: Provide a safe and healthy workplace, complying with local and international occupational safety and health standards.
- With an overarching focus on:
 - The rights of Freedom of Association and Collective Bargaining Business partners
 - No Discrimination
 - Fair remuneration
 - Decent Working Hours
 - Special protection for young workers
 - No Precarious Employment
 - No forced labour
 - Ethical Business behaviour

4. Commitment to International Ethical Standards and Responsible Business Conduct

All suppliers and business partners are expected to adhere to:

- Signature obligation CWS Workwear Code of Conduct: Including legal compliance, ethical business practices, and continuous improvement in social performance. (based on Amfori BSCI requirements)
- OECD Guidelines for Multinational Enterprises: Comply with recommendations regarding responsible business conduct, including transparency, anti-bribery measures, and respect for human rights.
- Respect ten Principles of the UN Global Compact: Support and respect the protection of internationally proclaimed human rights, uphold labor standards, promote environmental responsibility, and work against corruption in all its forms.

5. Monitoring and Compliance

We will regularly assess and monitor our suppliers' adherence to this policy through audits, assessments, and performance reviews. Non-compliance will result in corrective actions, and repeated violations can lead to termination of business relationships following the requirements of the EU Supply Chain act regulations and BAFA auditor's.

6. Reporting and Transparency

We are committed to transparent reporting on our sustainable procurement practices and progress on our website and in our external reporting via our annual Responsibility Report. We will engage with stakeholders and communicate our efforts and achievements in promoting sustainability and ethical standards

7. Implementation and Review

This policy will be reviewed periodically to ensure it remains relevant and effective in promoting sustainable procurement practices. All employees, suppliers, and partners are required to familiarize themselves with and adhere to this policy.

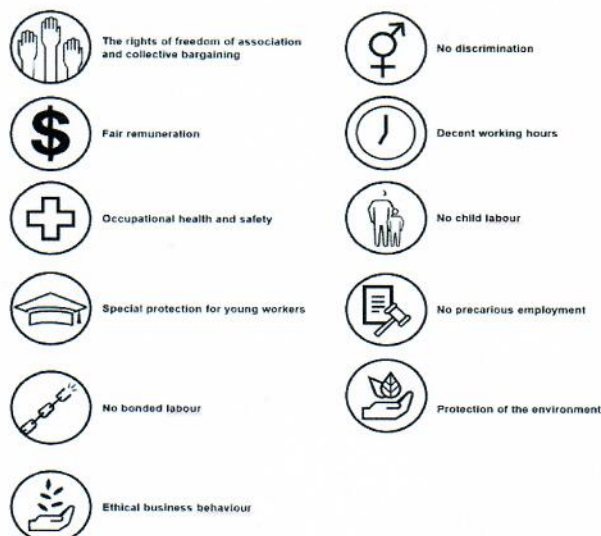
Our Code of Conduct principles

The Code of Conduct applies to all suppliers, subcontractors, and business partners of the CWS Workwear and CWS Healthcare. It ensures safe working conditions, respectful and dignified treatment of employees, and environmentally sustainable supply processes. Corporate responsibility is integral to the CWS Workwear business model, and we are committed to protecting the environment, people, and society across all areas, including our supply chain.

Aligned with CWS' Workwear and CWS Healthcare core values – creating workwear solutions that work your style - we have established the following sustainable procurement principles:

- Based on trustful relationships, providing the most reliable workwear solutions
- Offering sustainable and reliable products and services, responsibly using natural resources and improving our environmental impact.
- Conduct business with integrity, respect, and high ethical standards.

This Code reflects CWS Workwear and CWS Healthcare convictions and expectations for our business partners. The Code ensures compliance with corporate due diligence in the supply chain, and business partners are required to respect human rights within their sphere of influence. Business partners must report any suspected violations of the Code while safeguarding legitimate interests, data protection, and business secrets. This information should be communicated to their employees and can be reported via our Help Line at: [CWS Workwear Speak Up HelpLine](#) .



Our Sustainable Procurement Principals

Quality and Design:

CWS Workwear is constantly searching for innovative and sustainable products is improving on new rental service solutions to provide outstanding customer experience. CWS Workwear employees are committed to delivering high quality products and service. CWS validates compliance with ISO standards and supplier audits through a recurring certification process.

Environment:

The focus is on sustainable resources management in every step of the supply chain with selecting our suppliers according to clear environmental and social criteria. CWS Workwear and CWS Healthcare operates in compliance with contractual, legal, and voluntary obligations, at any time and in any place. We respect environmental laws and avoid pollution and waste from our activities. CWS Workwear works every day to be resource efficient and reduce emissions in every scope of our business in the whole supply chain.

Social Responsibility:

We monitor our Supply Chain actively and identify potential risks, implemented measures, and regularly monitored working conditions to ensure fair and safe working conditions for all workers, including those employed by our suppliers. By regularly monitoring and engaging with our suppliers, we continuously strive to enhance the well-being of their employees. CWS Workwear and CWS Healthcare is committed to ensuring that all workers are motivated, treated with respect, and work in environments that uphold high standards of safety and dignity.

We are also committed to safeguarding the working conditions in terms of occupational health and safety in our supply chain. The aspects that are important for us are assessed in our supplier selection process, written down in our Code of Conduct and controlled by our memberships like UN Global Compact and amfori BSCI.

Based on these principles we drive continuous improvement in our business in line with international standards.

Our Sustainable Procurement commitments

We are dedicated to sustainable procurement by continuously improving our systems to meet stakeholder interests and adhere to high environmental and social standards. We set specific targets and KPIs to track our progress.

Key Principles and Actions:

- **Stakeholder Compliance and Service Excellence**
We adhere to stakeholders' expectations, enhancing their service experience while complying with all applicable laws, regulations, codes of conduct, and other stakeholder requirements. We align our operations with the highest standards and utilize our own rating system to assess supplier performance. Additionally, we are committed to the development and implementation of relevant certificates and standards to ensure continuous improvement and excellence in our services.
- **Sustainable Services and Circular Economy**
We are committed to creating sustainable services by promoting a circular economy and steadily decarbonizing our business operations. Our quantitative targets include reducing our carbon footprint up to 50% until 2030 including Scope 3 supplier emissions and a consistent product policy on increase the use of recycled materials and prolong the product durability.
- **Risk and Opportunity Management**
We continuously review and identify our supply chain risks and opportunities. Our teams implement measures and regularly monitors our performance, taking necessary actions as needed. KPIs include maintaining a risk mitigation index above 90% and achieving a 95% compliance rate in risk audits.
- **Sustainability in the Product Inquiry (PI) Process**
For all product inquiries and tenders within the Product Inquiry process, there must be a request for sustainable products. If sustainability requirements cannot be met, an escalation process will involve the CWS Workwear management, including the relevant departments of Chief Operations Officer (COO), including Sustainability Lead and Regional Managing Director (RMD),
- **Supplier Development and Training**
We provide comprehensive training and development opportunities for our suppliers to enhance their skills and competencies. Our goal is to ensure that all suppliers receive annual training relevant to their roles and responsibilities.

By establishing these targets and KPIs, we ensure that our sustainable procurement practices are measurable, transparent, and accountable. We are committed to creating a positive impact on our business, stakeholders, and the environment, continuously striving for excellence in all areas.

Dreieich, 30th of August 2024



Hartmut Engler
Chief Executive Officer



Dr. Axel Schulten
Chief People Officer



Denis Spiegel
Chief Financial Officer



Marius Keller
Chief Transformation Officer



Oliver Mäske
Chief Operating Officer



Heike Seltmann
Chief Sales Officer



Henning Siemens
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Carsten Best
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