

CWS Workwear/ Healthcare Fair Employment Code

1. Introduction and Commitment

Our company commits to upholding the highest standards of ethical, fair, and responsible employment for all direct employees across laundries, depots, offices, and operational sites in all regions.

This policy aligns with:

- **CWS Workwear Code of Conduct aligned with amfori BSCI (CoC)**
- **CWS Group Code of Ethics (CoE)**
- **ILO Core Conventions**
- **UN Guiding Principles on Business and Human Rights**
- **OECD-Guidelines for Multinational Enterprises**
- **EU CSRD requirements on social matters**
- **Applicable national and EU labour legislations**

2. Scope

This policy applies to:

- Our permanent employees and trainees.
- All operational regions (DACH, BeNeLux, IRE, SWE, CEE and all registered subsidiaries).
- All site levels, including laundry, depots, offices, and logistical hubs under CWS Workwear/Healthcare operational control.

3. Policy Principles (Extended)

3.1 Fair Remuneration

- Wages shall meet or exceed legal minimum standards and industry benchmarks.
- Payments are timely, clearly documented, and transparent.

3.2 No Discrimination, Harassment, or Abuse

- Equal treatment in recruitment, employment, and promotion.
- Protection from verbal, physical, or psychological abuse.
- Development and Inclusion of anti-harassment training as standard.

3.3 Decent Working Hours and Compensation

- Compliance with national regulations and collective agreements.
- Guaranteed rest breaks and days off.
- Overtime is governed by applicable national laws and collective agreements, documented, and compensated or balanced in accordance with local regulations.

3.4 Occupational Health and Safety (OHS)

- Compliance with local and EU OHS laws.
- Regular risk assessments, safety committees, and incident reporting mechanisms.
- Mandatory PPE provision and training for all relevant roles.

3.5 No Child Labour or Forced Labour

- Strict adherence to minimum age laws (no workers under 15, or higher if local law mandates).
- No forced, bonded, trafficked, or prison labour.
- Verification of employee documentation at hiring.

3.6 Freedom of Association and Collective Bargaining

- Support for employee rights to form or join unions.
- Transparent processes for negotiation with employee representatives.

3.7 Environmental Responsibility (Operational Context)

- Employees support site-level environmental practices (waste sorting, energy saving).
- Training in environmental aspects is integrated into onboarding.

3.8 Business Integrity, Data Privacy, and Ethical Behaviour

- Zero tolerance for bribery, corruption, or fraud.
- Responsible use and protection of personal and customer data in line with GDPR.
- Covered by CWS Code of Ethics

3.9 Grievance Mechanisms and Reporting

- Multiple safe, confidential channels (CWS Help Line, national HR contact) for raising concerns.
- Protection against retaliation for whistle-blowers.
- Tracking and transparent resolution of all reported cases.

4. Implementation & Responsibilities

- **Integration:** Into Workday mandatory trainings and site inductions in local languages.
- **Communication:** Posters, one-pagers, and intranet summaries to ensure visibility and .
- **Monitoring & Audit:** Internal audits; periodic review by Sustainability and HR team to align with CSRD social disclosures.
- **Representative Roles:** Sustainability, HR, and Site Management jointly responsible for implementation and compliance.

5. Conformity Summary

This Fair Employment Code has been reviewed for conformity with:

- **Legal Requirements:** Aligned with national labour laws, EU directives, and CSRD social compliance disclosures.
- **Working Council:** Designed for consultation and endorsement to ensure co-determination rights are respected.
- **Compliance Department:** Ensures adherence to the CWS Code of Ethics, CWS Workwear Code of Conduct following ILO standards/ amfori BSCI, and anti-discrimination laws.
- **CWS Workwear Extended Leadership Team (ELT) & Board Approval:** Developed to reflect corporate values, ESG strategy, and operational integrity expectations.

6. Declaration

The Fair Employment Code was adopted by the Executive Leadership Team (ELT) of CWS Workwear and applies to all direct employees and locations. It represents our shared understanding of fairness, respect, and responsibility in the workplace. With its publication, CWS Workwear and CWS Healthcare are committing to clear principles for fair and ethical conduct.

The Code is reviewed regularly and adapted to new legal and social developments as necessary.

Dreieich, 18.12.25



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Chief Executive Officer




Dennis Spiegel
Chief Finance Officer



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Oliver Mäske
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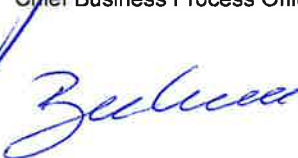
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