

HUMAN RIGHTS POLICY STATEMENT

As a company committed to people and the environment, trigema places great importance on complying with ethical and environmental standards and is dedicated to conducting its business in a sustainable and responsible manner.

This Human Rights Policy Statement reflects our corporate philosophy and serves as a guiding principle for all our actions. It is based on three core pillars: sustainability, quality, and responsibility.

As a company, we take responsibility for our customers, our employees, and the environment. For us, social commitment, sustainability, and fair cooperation are not passing trends but have been fundamental principles of our daily business operations since the company was founded. These values are actively practiced and continuously promoted throughout our organization.

We support the implementation of internationally recognized guiding principles relating to human rights, fair working conditions, occupational health and safety, and social standards. This Human Rights Policy Statement defines our requirements and our commitment to fulfilling our human rights due diligence obligations within our company and throughout our entire supply chain in cooperation with our business partners.

In addition to being responsible for our own business activities and their impact on people and the environment, we are committed to ensuring that our supply chain is sustainable and socially responsible. In close cooperation with our business partners and suppliers, we regard it as our responsibility to uphold respect for human dignity, ensure transparency throughout our supply chain, and comply with environmental and health standards.

Our ambition extends beyond merely meeting statutory minimum requirements. We are committed to actively promoting a sustainable and socially responsible supply chain.

At trigema, the implementation of human rights due diligence throughout our own business operations as well as our supply and value chains is regarded as an ongoing process. We therefore regularly review our strategies and measures and continuously optimize them to achieve ongoing improvement.

We strive to align the impact of our business activities with the needs of the environment, as we believe this is the only way to ensure the long-term success of our company. We are committed not only to promoting and protecting human rights but also to preventing human rights violations as well as environmental harm and degradation.

To achieve this, we identify and mitigate risks within our supply chains and expect our suppliers to appropriately address, document, verify, and regularly review environmental and health standards throughout their own supply chains.

trigema expects all employees, suppliers, and business partners to comply with applicable laws and internationally recognized human rights conventions.

Compliance with these guiding principles is regularly monitored. Violations are not tolerated and are consistently addressed. Should any instances of non-compliance become known to us, we reserve the right to restrict cooperation, initiate legal action, or terminate business relationships entirely.

We consider open dialogue with our employees, suppliers, and business partners—those who are directly affected by our measures or may be affected in the future—to be essential.

At trigema, we fully recognize and align our business activities with the following internationally accepted principles and standards:

- The Universal Declaration of Human Rights of the United Nations (UN)
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The United Nations Convention on the Rights of the Child (UNCRC)
- The United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- The German National Action Plan on Business and Human Rights (NAP)
- The recommendations and principles of the International Labour Organization (ILO) concerning labour and social standards
- Applicable labour legislation and internationally recognized human rights

These principles motivate us every day. We remain committed to meeting the resulting requirements, continuously improving our performance, and contributing to a more sustainable global economy together with our business partners and suppliers. We also expect our partners and suppliers to respect and uphold human rights and labour standards throughout the course of their own business activities.

SUSTAINABILITY & ENVIRONMENTAL PROTECTION

As a company committed to sustainable business practices, trigema actively promotes environmental protection. Resource-efficient production is one of our core priorities. We therefore use only certified materials, employ the latest technologies, and invest in state-of-the-art machinery designed to minimize energy and water consumption. In addition, we continuously invest in optimizing our production processes, with a particular focus on wastewater treatment.

As we are committed to preserving our environment for future generations and ensuring that neither our employees nor our customers are unnecessarily exposed to hazardous substances, all chemicals and dyes used in our production are REACH-compliant. Furthermore, the development and implementation of innovative manufacturing processes enable us to produce textiles that are completely free from harmful substances, allowing them to be returned safely to the natural cycle at the end of their product life cycle.

Compared with garments produced abroad under, in some cases, only minimal environmental regulations, manufacturing in Germany in accordance with strict national standards is a key factor in ensuring that every trigema product is environmentally friendly. In addition, our local production model eliminates the long transport routes that are common within the textile industry, resulting in significant reductions in CO₂ emissions.

HIGH QUALITY

For more than 100 years, trigema has been dedicated to manufacturing high-quality clothing and textiles distinguished by their durability, sustainability, and exceptional quality.

As a German family-owned company, we carry out every stage of production—from yarn to the finished garment—exclusively at our three production sites in Baden-Württemberg. This four-stage manufacturing process ensures that the entire value creation process remains under our direct control.

We are committed to providing our customers with the highest possible product quality. To achieve this, our products are made from carefully selected materials and undergo rigorous quality inspections to ensure they consistently meet trigema's renowned quality standards. This enables our customers to enjoy our products for many years and helps prevent unnecessary disposal, even after long periods of regular use.

Manufacturing in Germany ensures a high level of transparency and control throughout every stage of the production process while enabling us to provide fair working conditions and appropriate remuneration for our employees. Our goal is to operate as a responsible company that makes a positive contribution to society.

SOCIAL RESPONSIBILITY

The management of Trigema W. Grupp KG demonstrates its strong sense of responsibility towards its employees through the company's unique Betriebsfamilie („corporate family“), which is built on honesty, solidarity, trust, and mutual support. For more than 45 years, the family-owned company trigema has not implemented short-time work nor made any redundancies for operational reasons. Furthermore, the children of all employees are guaranteed either an apprenticeship or a permanent job with our company after completing their education. Important milestones, such as company anniversaries and Wolfgang Grupp's milestone birthdays, are traditionally celebrated together with the entire workforce.

Every employee is an essential part of the company as a whole. Their commitment, support, skills, and expertise are highly valued and make a significant contribution to the quality and success of trigema. For this reason, we consider it a matter of fairness, equity, and respect to provide fair wages and ensure fair working conditions.

All employees at trigema are employed on a permanent basis. This means that all of our more than 1,200 employees are directly employed by us, without exception, as temporary agency work and seasonal employment are not part of our business model.

In accordance with the standards of the International Labour Organization (ILO) and the Ethical Trading Initiative (ETI) Base Code, the following principles apply not only to trigema, but also to all our suppliers and business partners throughout the entire supply chain. They are expected not only to comply with these principles themselves but also to promote and ensure their implementation by their own subcontractors and business partners:

- Occupational health and safety: We ensure a safe and clean working environment with appropriate measures to protect both people and the environment.
- Fair wages and working hours: Employees receive fair and appropriate wages, at a minimum in accordance with applicable collective bargaining agreements where applicable. Full continued payment of wages during periods of illness is provided. In all cases, remuneration is at least equal to the statutory national minimum wage, and working hours comply with applicable national legislation.
- Living wages: trigema is committed to promoting responsible sourcing and purchasing practices that contribute to the long-term payment of living wages throughout our own operations and our supply chain. We expect our suppliers to actively address the issue of living wages and, taking into account their respective national and economic circumstances, to implement measures that progressively promote adequate and living wages for their employees. As part of our human rights due diligence, we support this process through constructive dialogue, transparent cooperation, and regular assessments of our supply chain.
- Child labour: trigema strictly prohibits child labour in accordance with ILO conventions and applicable national legislation. All additional regulations protecting children and young workers are fully observed.
- Forced labour: All forms of forced or compulsory labour, including human trafficking, are strictly prohibited. Physical punishment, psychological or physical coercion, intimidation, and verbal abuse are likewise not tolerated.
- Equal treatment and non-discrimination: Our leadership principles prohibit discrimination or unequal treatment of any kind. Within our corporate family, no distinction is made on the basis of age, disability, gender, race, religion, political opinion, or any other personal characteristic. This applies to all aspects of employment, including recruitment, promotion, remuneration, training, retirement, and termination of employment.
- Freedom of association and collective bargaining: Every employee has the right to freedom of association and collective bargaining. At trigema, employees are represented by a works council (Betriebsrat), and employee representatives are actively involved in all significant company decisions.

MOST SIGNIFICANT RISKS

Trigema W. Grupp KG has conducted a double materiality assessment to identify and address the most relevant sustainability topics. As part of our commitment to risk assessment, we have also analysed the material risks within our supply chain in order to identify and mitigate them.

Our assessment has shown that the most significant current risk for Trigema W. Grupp KG relates to compliance with social standards in cotton cultivation in Türkiye.

To address this risk, we have carried out an in-depth assessment of our cotton supplier in Türkiye in addition to the requirements set out in our Code of Conduct, with which not only we ourselves but also all of our suppliers and business partners are required to comply. This enables us to ensure that all requirements defined in our Code of Conduct and this Human Rights Policy Statement—particularly those relating to human rights—are also fully observed by our supplier.

We have also established an anonymous complaints mechanism that serves as an early warning system for potential human rights violations. To submit a complaint, simply complete the form available at www.trigema.de/complaint. We will address your concern as quickly as possible.

Gezeichnet Familie Grupp:

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