

Herstellerantwort Esprit

Sehr geehrte Frau ...,

ich hoffe es geht Ihnen gut.

Entschuldigen Sie bitte die verspätete Antwort, die Sie folgend finden:

How much of the salary will be left for the workers with a T-shirt of this price class?

As international fashion company, Esprit has a Supplier Code of Conduct. All of our direct suppliers have to sign the Supplier Code of Conduct and therefore commit to its requirements. This means that all suppliers have to pay the minimum wage in the respective production region. Esprit's internal staff in production countries also conducts audits and follow-up visits with our suppliers, to ensure that the Supplier Code of Conduct's requirements are implemented at factory level. During these follow-ups also the wages are checked. Unfortunately, low wages have been a problem in the apparel industry for many years and for several reasons. The industry is highly fragmented, with multiple competing brands often sharing factories. This makes it difficult to bring about systemic change without cooperation among competitors in the industry, as well as with governments, labor unions, workers, and factory owners. Another problem is, that production is scattered across the globe, which makes calculating a living wage in myriad locations a complex task. Reaching a consensus on the understanding of fair wages presents one of the industry's biggest challenges. To overcome this challenge, Esprit joined with 18 other brands in signing a memorandum of understanding with IndustriALL Global Union to form an initiative known as ACT-Action, Collaboration and Transformation. ACT seeks to address the problem of low wages in the apparel industry by promoting industry-wide, nation-wide collective bargaining agreements in key apparel exporting countries. Through their union representatives, workers can negotiate higher wages within agreements that address a range of concerns about working conditions while preserving the competitiveness of their industry.

Where and under what working conditions are the Organic T-shirts produced? To what extent does the production differ from the production of other collections in your company?

All factories producing Esprit garments must comply with our Supplier Code of Conduct, which is part of our basic supplier agreement that all of our suppliers must sign when they begin working with Esprit. We are working with suppliers in 25 countries worldwide. We have developed detailed guidelines to help our suppliers to implement the Esprit Supplier code of Conduct. These guidelines describe the internal processes to be set up by our suppliers to meet our social standards and also include remedial measures that suppliers must implement without delay in the event of failure to meet our standards. We take the working conditions within our supplier factories very seriously. In order to achieve industry-wide improvements, we are part of various multi-stakeholder and industry initiatives, such as Amfori Business Social Compliance Initiative (BSCI), ACT-Action, Collaboration and Transformation, the Bangladesh Accord on Fire and Building Safety, the German Partnership for Sustainable Textiles, and the Dutch Agreement on Sustainable Garments and Textiles. These initiatives allow us to work with other companies and stakeholders, to align our approaches and build collective momentum toward shared goals. Suppliers benefit from this form of collaboration since it allows them to work to a single set of requirements instead of many different ones. We also work with

international and local unions and NGOs in order to improve the working conditions in our factories.

Transparency in regards to our supply chain is very important to us, that's why we are mapping our supply chain and listed the information on our website. For more information please

visit <https://www.esprit.com/de/company/sustainability/produce-responsibly/transparent-supply-chain>.

Furthermore we were just ranked on of the TOP 5 transparent fashion brands out of 200 brands in the Fashion Transparency Index by the highly anticipated organization Fashion Revolution.

Do you use chemical dyes or other chemicals in the shirts of the "Esprit Organic" collection (e.g. in the finishing process)?

The selected product contains 95% organic cotton and is certified according to the Organic Content Standard. Beside the Organic Content Standard, Esprit uses also the Global Organic Textile Standard for product certification. Both standards verify the presence and amount of organically grown materials in a final garment by tracking the chain of custody from the certified field to the end product. Around 10% of the cotton we use comes currently from organic sources. Our top priority is ensuring that Esprit products are safe and healthy so our customers can enjoy them without any concerns. Before any product reaches the hands of a customer, it has passed through several chemical and mechanical tests to ensure that it is safe, and that it meets our high quality requirements. All products undergo intensive testing by independent and certified testing institutes several times along the product development process. The chemical tests are in accordance with our Restricted Substances List (RSL), which is based on REACH, the European Union regulation concerning the Registration, Evaluation, Authorization and Restriction of Chemicals, as well as applicable national legislation in Esprit's sales markets.

What exactly are the standards and conditions for the garments in the Organic collection?

As mentioned above, our organic products must be fully certified. With regards to chemicals, we have the same requirements for ALL our products, not only organic. We make every effort to ensure that all Esprit products are safe for the health and safety of consumers. Before any product reaches the hands of a customer, it has passed through several chemical and mechanical tests to ensure that it is safe, and that it meets our high quality requirements. All products undergo intensive testing by independent and certified testing institutes several times along the product development process. The chemical tests are in accordance with our Restricted Substances List (RSL), which is based on REACH, the European Union regulation concerning the Registration, Evaluation, Authorization and Restriction of Chemicals, as well as applicable national legislation in Esprit's sales markets. The mechanical tests are in accordance with our Material Quality and Safety Requirements, based on global standards and norms.

This topic is very important to us, that's why we are committed to safe production and products. For that reason, we are also monitoring our packaging for safety. In July 2018, we adopted the AFIRM Packaging Restricted Substances List. In December of 2012, we signed the Greenpeace Detox Commitment, starting our effort to phase out eleven groups of hazardous chemicals from our supply chain by 2020. To achieve "zero discharge of hazardous chemicals by 2020", we launched a major Detox program within our supply chain. The program is based on building awareness and knowledge among our wet processing suppliers about chemical and environmental management, process control and wastewater testing. We also became member of the Zero Discharge of

Hazardous Chemicals Group (ZDHC), working alongside leading brands from the industry to develop the tools and protocols to empower the entire supply chain. Our combined RSL & MRSL is binding for our suppliers. While the Restricted Substances List (RSL) focuses on the amount of restricted chemicals in the final Esprit product and its packaging, the Manufacturing Restricted Substances List (MRSL) focuses on hazardous chemicals that have to be phased out from chemical formulations used in production, including chemical restrictions and limits in the wastewater. In July 2018, we adopted the AFIRM Packaging Restricted Substances List. We continuously evaluate chemicals that are used for the fabrication of our products and screen existing and new applicable legislation, standards and norms on chemical restrictions in all sales and non-sales markets of Esprit. We take into account requirements of customers and NGOs as well as new insights of research institutes (hazardous screening methodology). Our membership in several collaborative industry and multi-stakeholder initiatives, such as the ZDHC, AFIRM, the SAC and the German Partnership for Sustainable Textiles also help us to exchange with different stakeholders on priority risk areas. At least yearly, we aggregate the findings from our chemical risk assessment into an update of our RSL & MRSL.

Falls noch weitere Fragen offen sind können Sie sich jederzeit einen Überblick auf der Website von Esprit verschaffen. Dort gibt es eine Rubrik, die sich ausschließlich mit dem Thema Sustainability auseinandersetzt:

<https://www.esprit.com/de/company/sustainability/toward-circularity/our-strategy>