

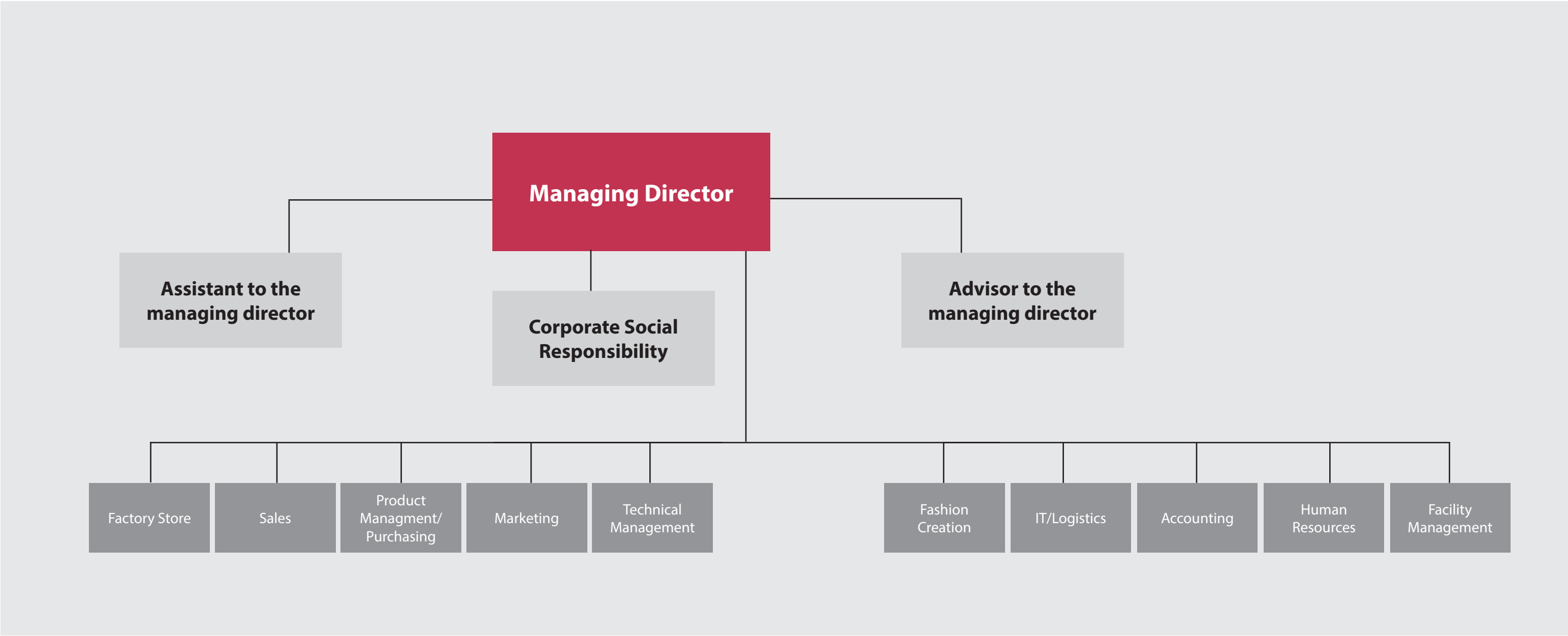
GREENIFF

SOCIAL REPORT

REPORTING PERIOD
MAY 2022 - APRIL 2023

CORPORATE STRUCTURE

ORGANIZATIONAL CHART





FOREWORD

Sustainability and responsible business practices are firmly anchored in our corporate values, so it makes sense that corporate wear has to be ethically produced too. If you choose GREIFF, you can be confident that we select our production partners with just as much care as all the materials we use.

We only use producers who

- guarantee fair, safe and respectful working conditions for their employees,
- conserve energy and raw materials,
- work with us to meet the highest standards of quality.

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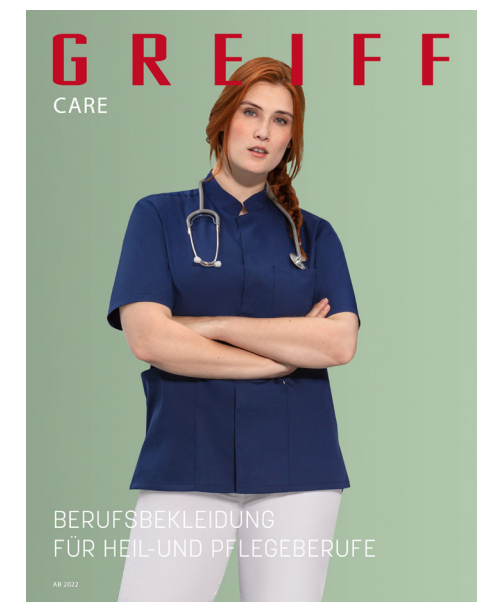
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COMPANY PROFILE

GREIFF is a manufacturer of workwear solutions, especially for the service sector, the hotel sector, catering and healthcare. GREIFF is privately owned business with more than 130 employees today. Established in 1802 in Greiffenberg/Silesia it has been based in Bamberg since 1945. For over 200 years, GREIFF has focused on quality, style and tailor-made solutions for its customers.

As a company in the clothing sector GREIFF has been working with many international suppliers for many years now and enjoys excellent working relationships based on trust. When selecting business partners GREIFF makes sure that they also value good working conditions for their employees. GREIFF has spent considerable time examining just how this objective of good working conditions could be implemented with even greater success. For this reason GREIFF joined FAIR WEAR FOUNDATION (FWF) on 15th March 2015. As a member of FWF, we – as GREIFF Company – are highly involved in implementing the FWF guidelines for the production of our products. Together with our suppliers we plan specific improvements and we are committed to realize these step by step.





FAIR WEAR

Fair Wear is an independent non-profit organisation. Its mission is to improve working conditions in garment supply chains. The focus within the supply chain is on those phases of production where sewing is the main manufacturing process. These are among the most labour-intensive phases of the production process. It is also the stage of production where many labour problems are found and where effective remedy can positively impact the lives of millions of workers.

FAIR WEAR’S WORK

Fair Wear assesses and evaluates the efforts of its members to support better working conditions in their supply chain. This includes assessments at the brand level through the so-called annual ‘Brand Performance Check’, which evaluates the implementation of the Fair Wear Code of Labour Practices (CoLP) in a brand’s management system. Additionally Fair Wear verifies compliance with the Fair Wear CoLP through regular factory audits and a complaint mechanism for factory workers in production countries.

FAIR WEAR’S LABOUR STANDARDS

Member brands commit to implementing the Fair Wear Code of Labour Practices in their supply chain and improve working conditions for workers in factories where their production takes place. This includes setting up a monitoring system for production locations, adapting company policies to support implementation of the CoLP and remediate problems found in their supply chains through audits or complaints.

FAIR WEAR’S REPORTING



1 Employment is freely chosen



2 Freedom of association and the right to collective bargaining



3 No discrimination in employment



4 No exploitation of child labour



5 Payment of a living wage



6 Reasonable hours of work

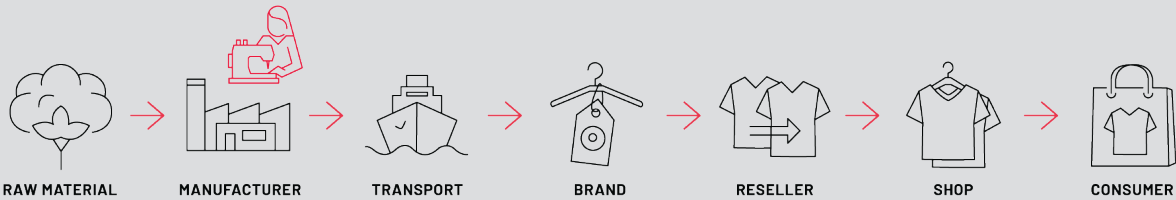


7 Safe and healthy working conditions



8 A legally binding employment relationship

Fair Wear’s Brand Performance Checks are a tool to evaluate and report on the activities of Fair Wear’s members against a set of performance indicators. Based on its final score, each member company is classified into a performance benchmarking category: leader, good, or needs improvement. The Brand Performance Check reports are published on Fair Wear’s website and are available to the public. In addition Fair Wear publishes all complaints received through the complaints mechanism and the member companies’ social reports on its website.



SUMMARY: GOALS & ACHIEVEMENTS 2022/23

GREIFF aims for even more transparency in the production process in terms of social conditions. By working with FAIR WEAR FOUNDATION, GREIFF is confident to improve the social conditions in the factories and along the supply chain.

GREIFF was able to carry out two audits in the production locations Morocco „I“ and Morocco „II“ in 2022/2023.

In the past financial year GREIFF significantly increased capacities and made good use of the production facilities. After the Covid 19 pandemic it was possible once more to visit the production facilities. Our technical manager, our purchasing manager and our managing director paid visits to Morocco „I“ and „II“, Pakistan „I“ and „II“, Bosnia and also Portugal. Overall, this financial year was successful and we are very pleased that we could place more orders with our production facilities.

Sadly the war of aggression launched by Russia against Ukraine has continued into the new year. We stand firmly behind our two Ukrainian production companies and continue to supply them with orders. To this end we organize production and transportation at our own risk as there is no insurance covering damages in a country at war. To ensure smooth production operations we helped with the purchase of an emergency power generator and a pellet heating system in our Ukrainian production facilities.

We were able to work on new projects in this financial year and have been participating in the Partnership Initiative on Living Wages of the Partnership for Sustainable Textiles since autumn 2021. Since then we have been working together with another Fair Wear Foundation member on the implementation at our production facility in Pakistan „I“.

SOURCING STRATEGY

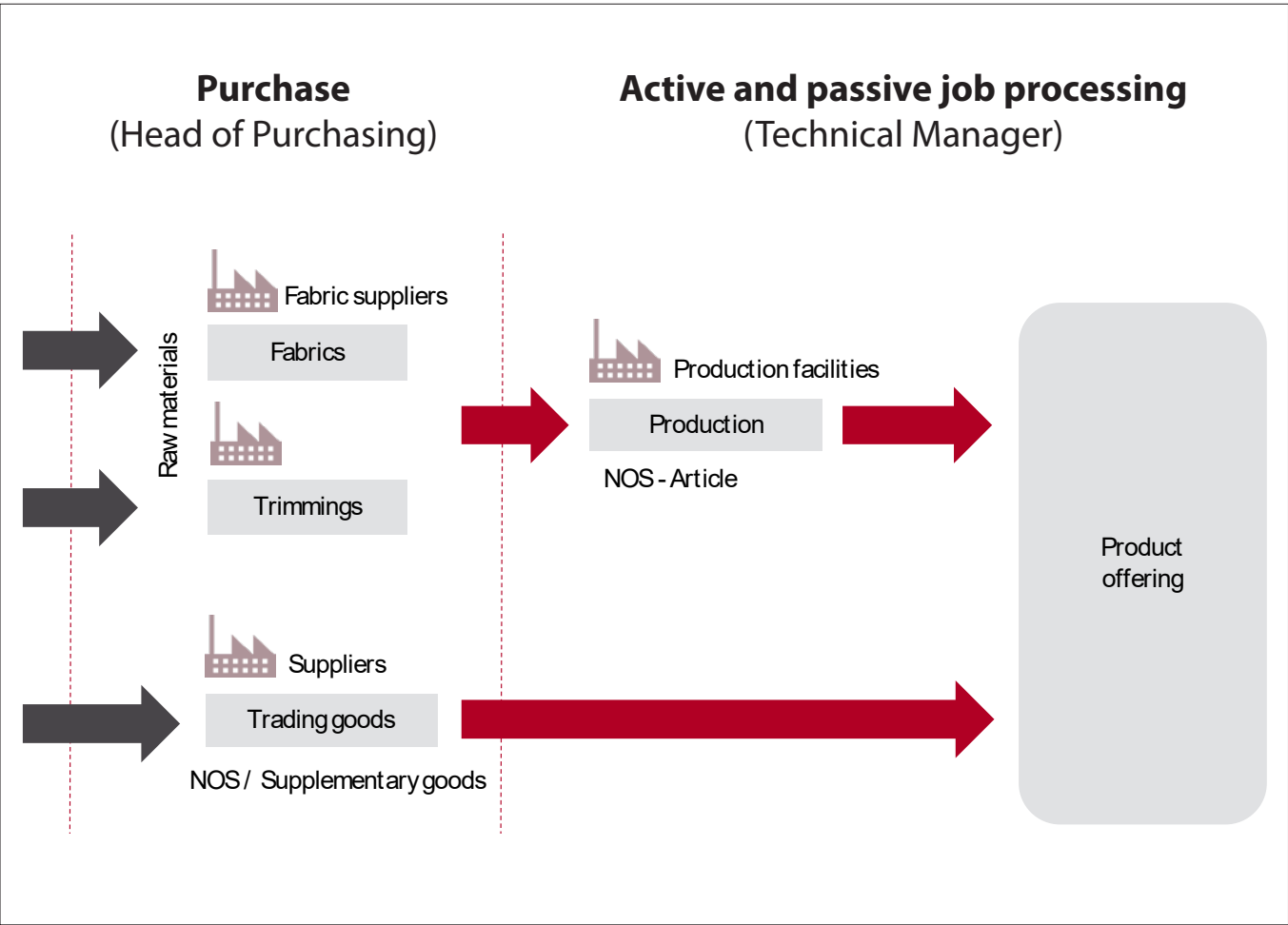


GREIFF is a manufacturer of workwear solutions especially for the service sector, the hotel sector, catering and health-care. Our range is designed specifically for these industries and is shown in our catalogues “GREIFF Corporate”, “GREIFF Gastro” and “GREIFF Care”, which usually have a term of two or three years. We also offer workwear solutions for our customers outside of the catalogue business, creating for example designs in accordance with the requirements of our customer’s CI specifications.

We differentiate our purchasing strategy into finished goods and production items. The first group consists of products that we buy directly from selected suppliers. These are trading goods, e. g. our ties and scarfs. The second group is produced by active and passive job processing - GREIFF has no own production facilities.

At our location in Bamberg we buy and store all fabrics and trimmings; they are then shipped to our production sites in the required amounts for the manufacturing of the garments. The fabrics and trimmings that we purchase come from the countries like Portugal, Turkey, Germany, Austria, The Netherlands, France, Italy and Belgium. The finished goods, which we buy directly from our suppliers, are stored in our warehouse in Bamberg.

Our sourcing department consists of our Technical Manager, the Head of Purchasing/Product Management and three purchasing agents. The final decision to send orders to a new manufacturer is made by our technical manager and our head of purchasing, in accordance with the managing director.



Our catalogues are typically valid for two to three years. For this reason, quality and prices, which have to be consistent , are very important and can only be realized by long-term contracts with our suppliers. Furthermore, the collection consists largely of NOS (Never Out of Stock) products.

When price adjustments are necessary, we conduct open discussions with our partners to achieve a fair price for all parties. The long-term business relationships with our production facilities would not be possible, if price negotiations were not on a fair level. Since September 2021 we are a part of the Living Wage Lab launched by the Partnership for Sustainable Textiles. Within this project we are working together with another workwear brand on wage development at our Pakistani supplier.

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PRODUCTION CYCLE

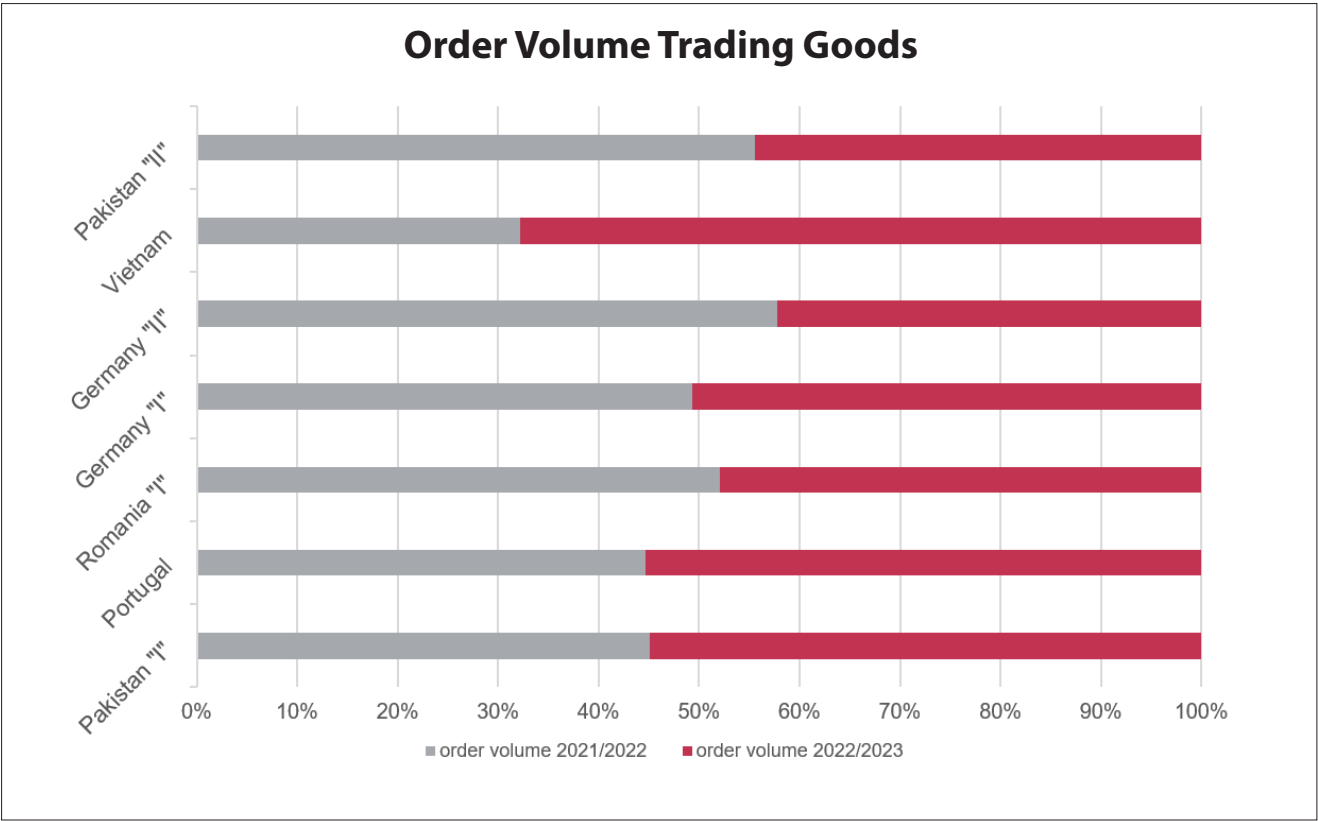
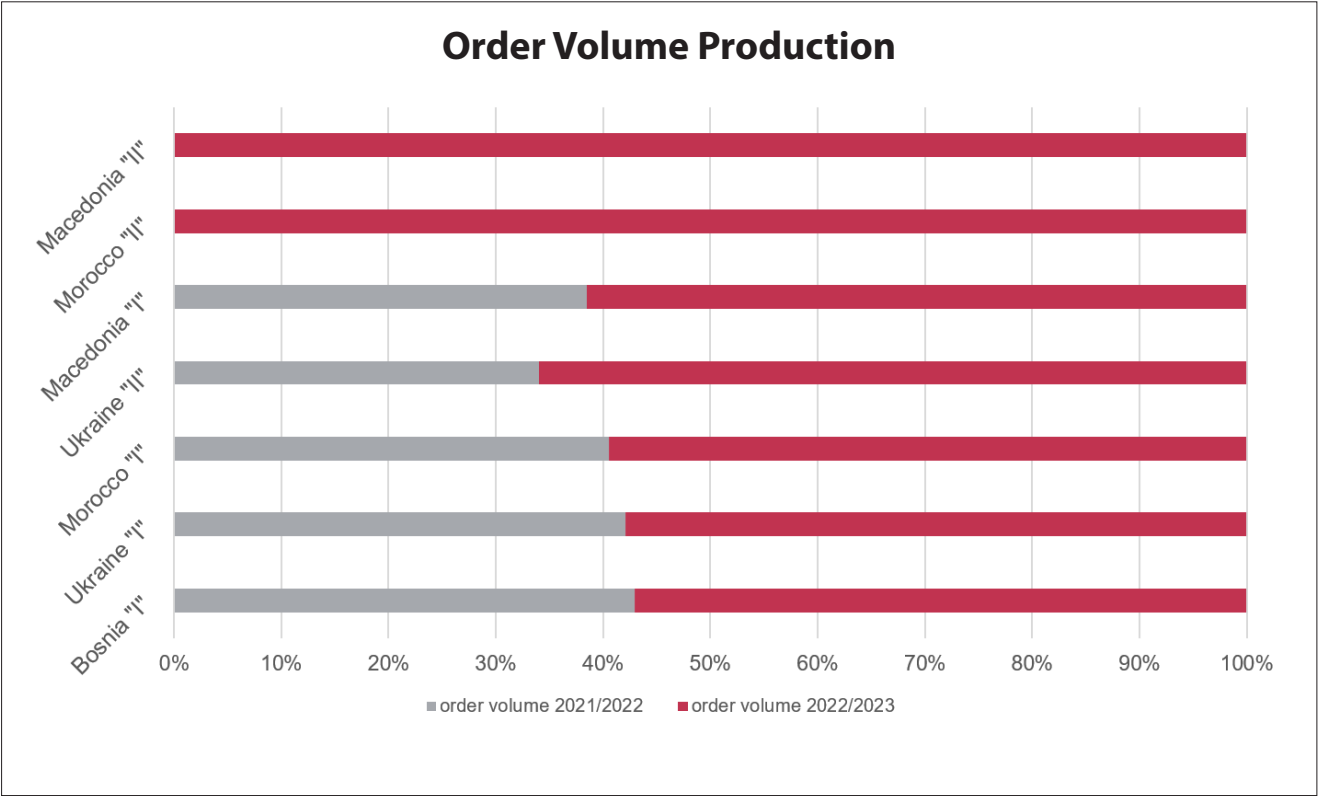
Our collections are always valid for a period of two to three years, as we are dealing with workwear and corporate fashion. We also realize individual projects for our customers with our production facilities. GREIFF does not have a high or a low season, the production quantity of GREIFF is constant over the year in all factories.

We can give our suppliers a 6-12-month forecast for its production planning. Last minute changes are rare. Our Technical manager is in constant contact with our production facilities and is on site regularly. Even in the case of unforeseeable changes, we address the needs of the production facilities and seek alternatives if necessary. We talk about production planning to have reasonable hours of work and place customer orders with priority before NOS orders.

In case of urgency we ask the production facilities to first produce the urgent order and then the NOS orders.

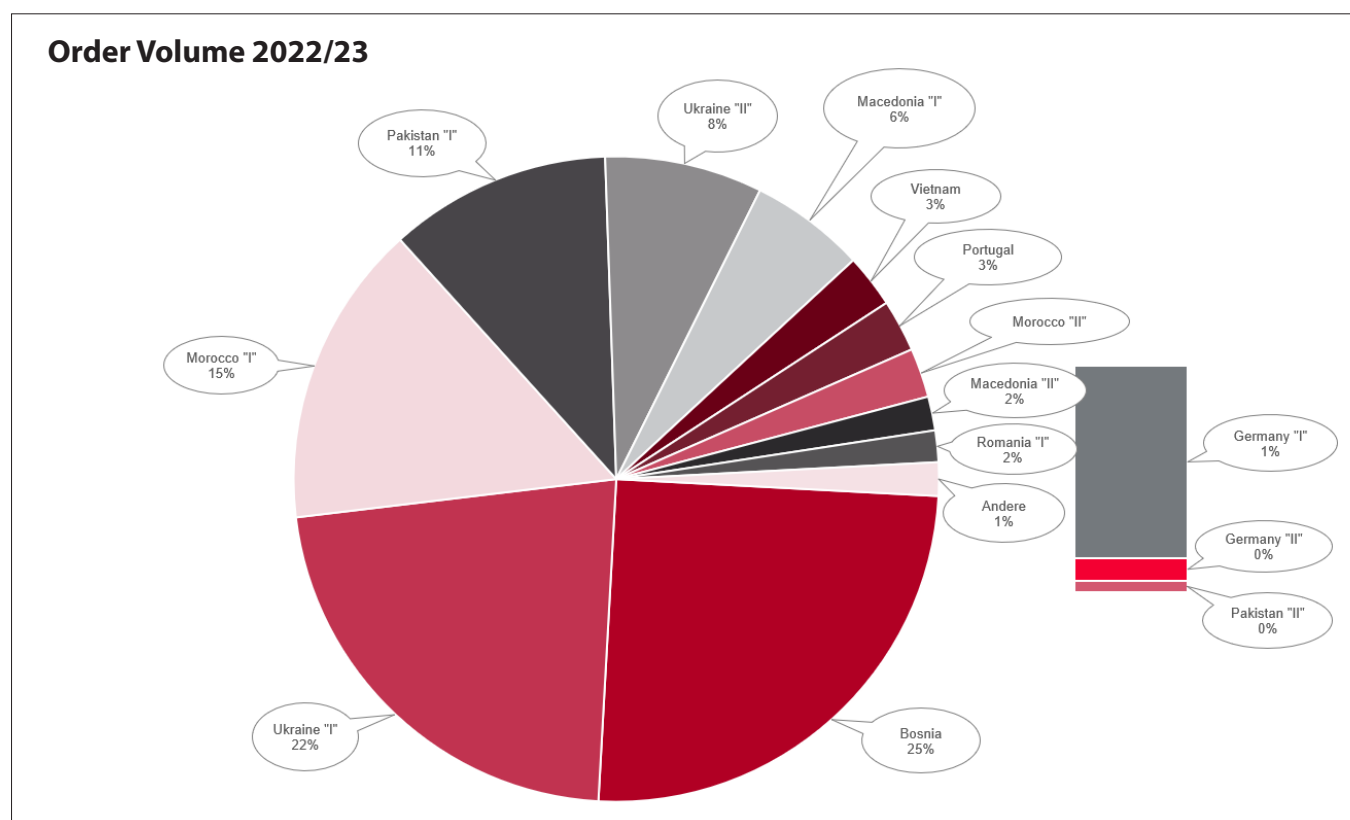
The lead time with suppliers from Europe and Africa is 8 weeks and from Pakistan approximately 16 or 26 weeks depending on whether the fabric is immediately available or not. For the factories in Europe and Africa, we buy all fabrics and trimmings and store these in our warehouse in Bamberg. After a new order is placed, we send them order-specific by truck to our production facilities.

An overview of our production partners and the change in the purchasing volume of financial year 2021/2022 compared to financial year 2022/2023 can be seen in the following charts:





An overview of our total purchasing volume in financial year 2022/2023 can be seen here:



FACTORY RELATIONS

GREIFF has long standing relationships with its suppliers and they are not frequently replaced. GREIFF has worked together with 98% of its production locations for over 5 years.

We were able to increase our order volume in all of our production facilities and even added two new production facilities. The new production facilities are in Macedonia (Macedonia "II") and Morocco (Morocco "II"), in which we produce our Fairtrade certified cotton products. With the production facility Macedonia "II" we had already worked together in the past.

We were able to increase our production volume by around 35% compared to the previous year and thus place more orders at all production sites. The increase of the order volume is clearly visible in the two charts (order volume production/trading goods).

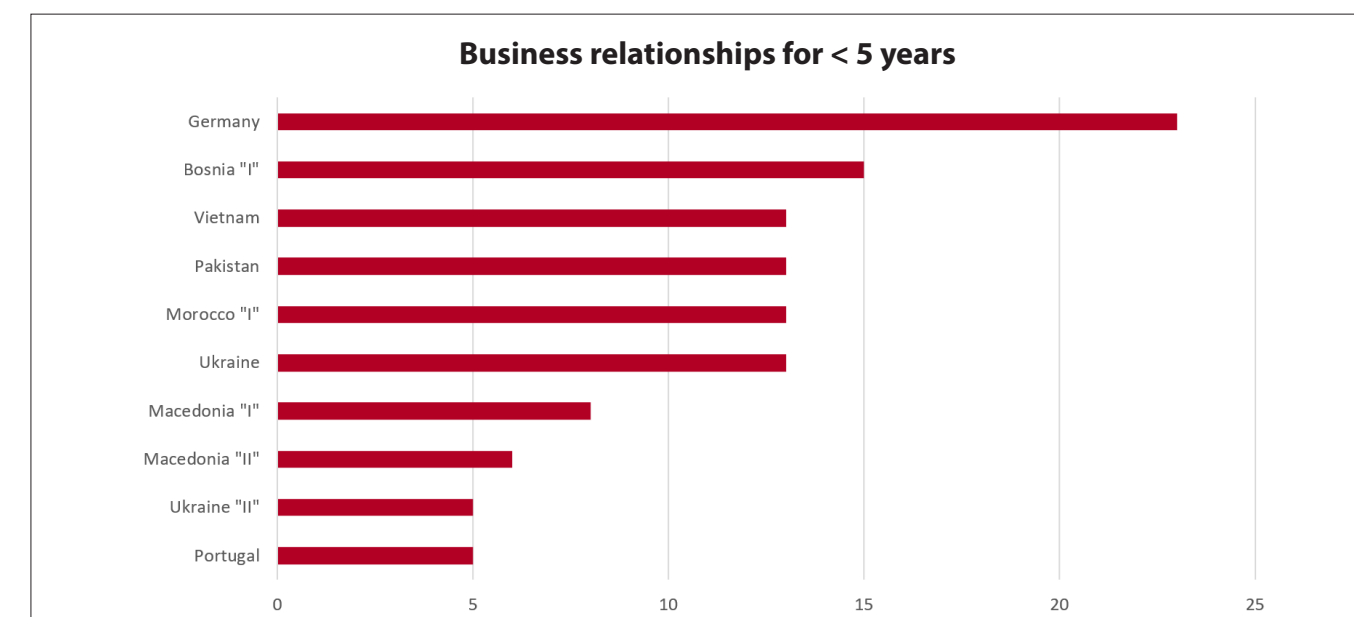
We have a consistent supplier base with four main suppliers from Bosnia, Ukraine I + II and Morocco. With most of our suppliers, we have considerable leverage, giving us the opportunity to influence working conditions.

INTEGRATION MONITORING ACTIVITIES AND SOURCING DECISIONS

The result of our monitoring activities of the audits influences our sourcing decisions. When we select a new supplier, GREIFF visits the supplier and discusses labour standards. After a sample order is placed, GREIFF uses the FWF Health and Safety Check list. GREIFF also asks the supplier about the wage levels in the factory, so we know whether the legal minimum wage is paid.

Our sustainability guideline for suppliers has to be confirmed before the first order is placed. As implementation guideline we have additionally prepared a best practice guideline.

We maintain very long-standing relationships with our suppliers and they are not often replaced. We visit each of our suppliers at least once a year and our main production facilities are visited up to three times a year, as far as possible. In addition, we have staff that is permanently responsible for technical supervision in these main production sites. We can also contact our case manager from FWF in order to help us implement social standards at the production site.



MOROCCO I



Factory Morocco "I" is a family run limited company owned and run by father and daughter. Morocco "I" was established in 2012 with 311 employees today. They are specialized in sewing suits, skirts and dresses. The company moved into the present location in April 2020, 50% of the old employees moved with the company to the new location, the rest of the workers resigned because they did not want to have a longer commute.

The new audit at Morocco "I" was conducted in May 2022. We have been working with Morocco "I" since 2012 and the last audits were conducted in July 2018 and in October 2015. In 2017 we organized a two day management and workers training. All participants were intensively trained on the contents and meanings of the FWF CoLP.

Regular working time in the factory is Monday-Friday 08:00 am – 06:00 pm with a one hour lunch break and an additional tea break. According to the work contract regular working time per week is 44 hours. Working time is recorded by an electronic time recording system. The company has implemented a yearly working time system, where working hours are cumula-

ted over the year. Governmental approval was available for review. Overtime work is theoretically voluntary. However, due to production line organisation and labour division overtime is executed collectively. In total workers are not allowed by law to exceed 2288 h per year. During interviews no complaints about too much overtime were heard.

All workers are paid by hourly rate on a monthly base, and all have the same monthly basic wage based on minimum wage. Additionally, they receive a seniority bonus based on the working years they are with the company (>2year MW + 5% , >5 years MW + 10%, >12 years MW + 15%, >20 years MW + 20%, >25 years MW + 25%). 9 employees are with the company between 20 - 25 years (1,00%), 36 employees 12 - 20 years (13%), 78 employees 5 – 12 years (28%), 52 employees 2 - 5 years (19%) and 111 employees less than 2 years (39%). Apart from that a transportation premium and an inflation premium is given. Overtime premium rates are not calculated and paid on a monthly basis; they are only paid if a worker works more than 2288 hours per year.

The wage calculation system is still as difficult as it was already during the last audit. It is difficult to recalculate and difficult to understand. There is no complete wage list in excel available but only the individual pay slip for each worker. There are additional premium payments which vary and always for each randomly checked worker additional information or documents are needed to verify. Due to this difficulty, it was not possible to make a proper calculation to show workers' wages in the wage table and graph. However, for all randomly checked workers the calculation could be retraced and considered as correct. Also, for those workers who have left the company, the checked calculation was correct.

We implemented two CMT increases at Morocco "I" this financial year, we increased our CMT prices by 10% from June 3rd, 2022 and again in March 2023 a flat rate increase of EUR 1.00 on all products, this corresponds to an increase of 7.5% - 20%.

The auditors were warmly welcomed by the Management. Our technical manager und our technician, living permanently in Morocco, were also present. The audit went smoothly and was well supported by management. Systematic management has much improved, and all requested documents could be presented without any delay. Auditors were allowed to move freely throughout the facilities and to conduct all interviews without any management interference.

The new building provides good working conditions in terms of ventilation, light and space. Everything is documented well and systematically. Compared to the last audit this has improved considerably.

When new workers start working for the company, they first have a 3 day trial period, afterwards a 1 month probation period and then become permanent employees.

However, the company does not provide workers with updated working contracts. Working contracts do not mention regular working hours and are not yet maintained systematically e.g. partly they are not updated, the wage or the signing date is missing. The Fair Wear Worker Info Sheet is posted and workers are educated about this and the Complaints Procedure.

The company has a properly implemented hiring procedure. All workers in the factory are above 18 - no younger workers were found.

The company is not unionized. For being able to elect worker representatives the approval of the Labour Inspectorate is necessary. The election of worker representatives can take place under the supervision of the Labour Inspectorate and was held on April 29, 2021. Communication takes place and was documented. However, due to Covid-19, communication was maybe not as good as possible under normal circumstances

As already mentioned, the company moved into a new location. The new factory is much more suitable than the old factory, where it was difficult to establish fire safety measures. General safety like space, light, ventilation etc. are good.

Fire safety has been implemented but not yet finalized e.g., evacuation maps are in development but not yet printed and posted. One concern which is not on the corrective action plan was the lunch room which is on the rooftop. The lunchroom itself has 2 exits but there is only one staircase down to the next floor. The lunch room is equipped with the necessary tables and chairs and has also an area where workers can keep their food warm. The company also provides lockers for workers there, but the lockers were not well maintained. In toilets there was still no toilet paper available. First aid boxes and certified first aiders are available. 9 employees have been trained on 16th September 2021, certificates are available. Inspection documents for all kind of machines were available as well. However, machine operators on sewing machines were not equipped with finger protection.

MOROCCO II

Factory Morocco “II” is a newly founded company, which is now run by the son, we had also placed orders there in the past. The new company Morocco “II” was established in 2022 with 39 employees. The social audit was conducted in February 2023 by FloCert according to the ETI Base Code, because we produce parts of our fair trade collection in this company. They are specialized for sewing chef’s jackets, trousers, hats and base caps.

Regular working time in the factory is Monday-Friday 08:00 am – 05:00 pm in the normal shift which includes a 1 hour lunch break and also a 10 minute break each in the morning and in the afternoon. Time cards are used to report the start and end time of the work day. The employment contracts provide for working hours and overtime. The company does not have a high workload at the moment so no overtime or exceptions to the usual working time occur.

Most of the employees’ payments are done in cash because most of the workers do not own a bank account. Production is not based on quotas or piecework. Workers with a long commute are provided with free transportation and the company arranged a van for this purpose, no payment request for the transportation. During the audit there were no financial penalties found.

A general positive attitude towards the management was noted during the workers’ interviews. There was an open discussion, and no issues were reported. The management showed an open attitude towards this audit and they seemed to be willing to address all the open non-conformities in a timely manner. The contracts are written in the local language. Human resources (HR) retains employment records for each worker and the documents have been made available to the auditor. Copies of the identification documents of each worker are checked and stored by the HR Department.

Only copies of documents are retained by the HR Manager, no original legal identification is retained by the management. The copies of the documents are stored in a folder and for each worker there is a specific folder.

In the interviews with the management it became apparent that workers’ representatives have not yet been elected. The company has been operating from December 2022 only and the elections have not been held yet. The workers’ representatives should be elected, and their activity should be facilitated by the management, otherwise this could lead to a non-conformity in the future with regards to the freedom of association requirements.

During the site tour and the interviews with the management, it was found out that there is no emergency plan in place. The emergency plan has now been drawn up and we have received a copy of it.

Through the interviews with the management and workers and one group interview with four workers (two male and two female), it was found out that there is no system in place that enables workers to complain to the management without disclosing their identity. The workers can report directly to the supervisor if there are any issues. The Worker Info Sheet of the Fair Wear Foundation is posted. There is no evidence of punishments for workers nor was any such case reported during the interviews with management and workers.

UKRAINE I



Factory Ukraine “I” is a privately owned company founded in 2000 with 257 employees with a German owner. They are sewing men’s shirts and lady’s blouses.

Ukraine I is also very affected by Russia’s terrible war of aggression against Ukraine. Ukraine I is located inland and is only about 200 km west of Kyiv. For this reason, the war risks for this production facility are very high, so it is especially important that we continue to place orders and to keep supporting the company. We stand by our partners in the Ukraine.

The last audit was conducted in October 2019 and it was the second audit which took place at Ukraine “I”. The first audit on behalf of GREIFF had been conducted in 2016. At the end of 2018 there were also workshops given to management and workers about FWF CoLP including FWF complaints procedure and legal rights. Unfortunately we have not been able to commission another audit at Ukraine

Regular working hours are from Monday – Friday from 07:30 am - 04:15 pm with a 45 minute lunch break from 11:30 am to 12:15 pm. Working time is still not recorded with the exact in- and out-time. Every day 8 hours are recorded but there is evidence that workers sometimes work longer hours. Regular working hours are 40 hours per week and according to documentation and onsite and offsite interviews, overtime work is rare and happens mainly on Saturdays.

The war also left its mark on our production facilities, there were frequent power outages and thus also production losses. That is why we contributed EUR 4000.00 to the purchase of an emergency power generator at Ukraine „I“. Despite all this adversity, we were able to increase production orders at Ukraine “I” by almost 40% this year and remain firmly behind our Ukrainian operations.

COHERENT SYSTEM FOR MONITORING AND REMEDIATION

UKRAINE II

Factory Ukraine "II" was founded in 1946 and now has 432 employees. The factory is situated in a small city in the Ukraine close to the boarder of Hungary and Romania. The company produces jackets, pants, vests, various suits, etc.

Due to the proximity of the border, some war refugees were admitted by Ukraine "II". We support Ukraine "II" by continuing to place our orders.

The last audit was conducted in August 2021. In 2019 the company was audited by SSCT, the audit result was B, and in 2020 Bureau Veritas also conducted an audit. The company has shown good development in social programs: family doctor on site; children's playroom for employees' children; creative leisure club for employees; free transfer to work; mentoring program to attract new workers.

Regular working time is from Monday – Friday from 08:00 am – 05:00 pm with a one hour break for production workers. The cutting department works in 2 shifts: The 1st shift is from 06:00 am to 02:30 pm with a 30 min break (09:00 am - 09:30 am), and the 2nd shift is from 02:30 pm to 11:00 pm with a 30 min break (06:00 pm - 06:30 pm). All workers are entitled to 3 more breaks; 10 minutes tea / coffee break and 5 minutes smoking breaks. Sometimes the company works on Saturdays which is considered overtime. Sunday is always off.

The legal minimum wage in Ukraine is 6000 UAH. The average monthly wage of the lowest paid workers (18 persons) for 22 working days is from 6.300 to 7.500 UAH. The piece rate workers' average monthly basic wage without overtime is 7.392 UAH. Their total monthly wage per 22 working days + 2 Saturdays is from 12.300 to 13.500 UAH. Workers on hourly rate or monthly salary (103 persons) have a basic salary without overtime of 9 700 UAH, and their total monthly wage per 22 working days is from 13.723 to 14.923 UAH.

The company had difficulties with finding new workers because of the possibilities for the locals to work abroad in different neighbouring countries. So, the company created a new mentoring program to attract new employees in the sewing department. This mentoring program gives workers the possibility to earn a supplement of up to 20% of the wages of a new worker whom they had introduced to the company and whom they are now mentoring.

All relevant employees are enrolled in social insurance with paid leave, sick leave etc. being paid. As is customary in Ukraine, holidays are off but only paid - with a premium - when employees are working on this holiday.

We have adjusted our prices for Ukraine „II“ twice in the last financial year. We increased our CMT prices by 11% in November 2022 and by another 6% in May 2023. In addition, we supported Ukraine „II“ with an interest-free credit for the purchase of a pellet heating system.

PAKISTAN I



Factory Pakistan "I" is a limited company founded in 1986 with 850 employees. They are sewing chefs' jackets, trousers, aprons and accessories. The first year of production for GREIFF was 2010.

The company complies with the STeP by OEKO-TEX® requirements, national and local requirements as well as any applicable internal and external regulations. The last audit was conducted in January 2022, this was a re-audit by OEKO-TEX®. The evaluation of the collected data yields an overall scoring of 76%, so since the last certification the overall scoring increased and is now on a good level.

Regular working time is in a single shift from 9:00 am to 6:00 pm. One lunch and prayers break and two tea breaks are given. The working time is 48 hours in a week without overtime. Pakistan "I" meets the requirement of minimum wage but does not ensure a decent living wage for workers. A one month salary as a bonus from its annual profit is paid once a year.

Pakistan "I" has accomplished far-reaching measures that clearly exceed the minimum requirements of the STeP by OEKO-TEX® Social Responsibility module. A management and communication system that offers a high degree of transparency has been implemented. Working conditions are good for all employees. 17 workers were interviewed, 14 male and 3 female, from different departments. During the interviews the workers confirmed that overtime is voluntary, there is no discrimination in hiring and termination and they are free to join or organize any association. They talked about how the company prevents harassment, abuse and discrimination. The measures also cover the prevention of forced labour, exploitation, compulsory and prison labour, as well as the maintenance of sanitary facilities, canteen/eating areas and dormitories.

Since September 2021, we have been taking part in a living wage lab of the Partnership for Sustainable Textiles. As part of this living wage lab, we are working together with other brands and the Partnership for Sustainable textiles to be able to implement a living wage in one of our production facilities. It is our goal, together with another brand, which also produces in Pakistan "I", to achieve the requirements for a Living Wage in Pakistan "I". So far we have determined the wage data and gap between the previous wage and a living wage.

All of our products manufactured in Pakistan "I" are made in accordance with OEKO-TEX Made in Green, and also achieved the "Green Button" certification. In addition, we have developed a new care collection produced in Pakistan "I": This is the first „Green Button“ certified care collection in Germany.

PAKISTAN II



Factory Pakistan „II“ is a limited company founded in 2001. They are a vertical textiles company specialized in yarn-dyeing, weaving, dyeing, finishing, printing and manufacturing woven, non-denim and denim fabric and apparel. We only have a small part of our collection produced here - Pakistan „II“ produces our women’s and men’s jeans.

The company complies with the STeP by OEKO-TEX® requirements, national and local requirements as well as any applicable internal and external regulations. The last audit was conducted in January 2021, it was a STeP audit by OEKO-TEX®. The evaluation of the collected data yields an overall scoring of 89%, so the audit was successful.

In the last business year, our purchasing manager visited our technicians and in a further visit our managing director Pakistan „II“. We were able to further expand our business relationships and discuss future joint projects.

The trousers produced at Pakistan are „II“ are also in accordance with OEKO-TEX Made in Green, as well as achieved certification through the “Green Button”.



BOSNIA I



Factory Bosnia „I“ is a privately owned company established in 1980 with 290 employees. Factory Bosnia and GREIFF have been enjoying a long business relationship since 2007. They produce gastro fashion like aprons, vests and work-wear for GREIFF.

The last audit was conducted in June 2019 and it was the second audit which took place at Bosnia. An audit on behalf of GREIFF had already been conducted in 2016. Towards the end of 2016 there were also workshops given to management and workers about FWF CoLP including FWF complaints procedure and legal rights. The next audit will be carried out by FloCert in December 2023 according to the ETI Base Code.

Regular working hours are Monday to Friday from 07:00 am to 03:00 pm, with a half hour breakfast break from 09:00 to 09.30 am and a short tea break. Effective working hours are 36 hours per week. In addition to regular working hours the company works on average 2 Saturdays and sometimes a few overtime hours during the week. This means that there are estimated 4-8 worked overtime hours extra per week. Sundays are always off according to documents

and interviews. Excessive overtime hours can be excluded but it is very important that the actual hours worked are made transparent.

In the last financial year our technical manager visited Bosnia „I“ twice. During the visit important topics such as price and capacity issues were discussed. It was also possible to get an impression of the investments made on site. Our technical manager was able to see the newly finished production site for our waistcoats: the first orders are now being processed. The new production site is the reason why we will only carry out our new audit in December: at this point in time we will visit and audit both production sites with the new employees having been trained by then.

Wage price adjustments were also necessary in Bosnia, so we increased wage prices by 8% in June 2022 and by another 12 % in April 2023.

MACEDONIA I

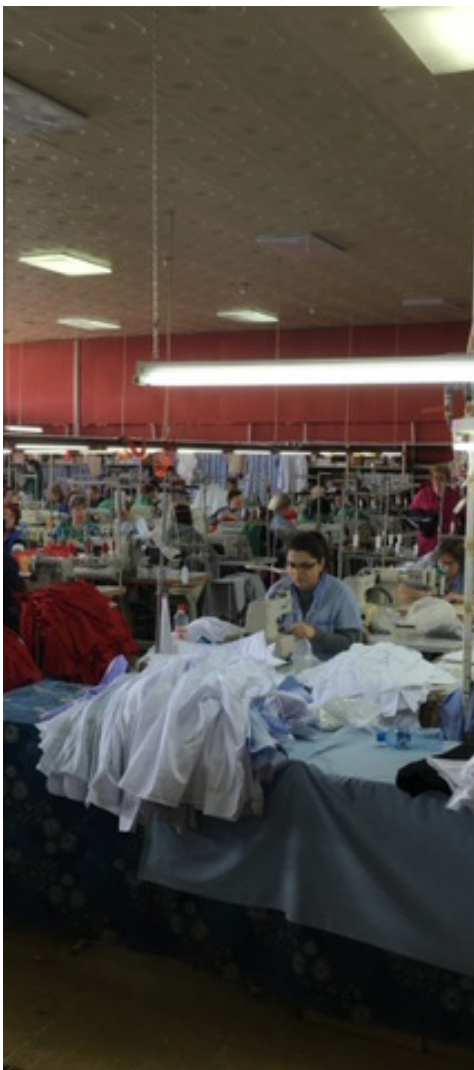


Factory Macedonia “I” is a family-owned company founded in 2016 with 140 employees. They are specialised in sewing men’s shirts and ladies’ blouses. The business relationship with GREIFF started in 2015.

The last audit was conducted in September 2017. This was not the first social audit for this company. In 2016, an initial “Bestseller” social audit had been conducted. The CAP was presented to the auditors and corrective actions – basically concerning H&S issues - have been implemented. Unfortunately we were not able to carry out an audit in Macedonia „I” last year, so we will register this for the new financial year.

The working time is Monday – Friday: 07:30 am – 02:30 pm and Saturday 07:30 am – 12:30 pm. As per law, 30-minutes breaks are given every day, split in two parts: 1st break 10 minutes, 2nd break 20 minutes. Breaks are taken in rotation groups. Sundays are always off, according to documentation and interviews.

Our technical manager traveled to Macedonia „I” for price talks. As a result we increased the CMT prices in September 2022 by 15% and additionally in April 2023 by 5% .



EXTERNAL PRODUCTION



External production includes all garments, which GREIFF resells with a different brand name. This is a small part of our trading goods for the industrial sector, used for example in projects and these are all brands which we sell at the GREIFF Factory Store.

GREIFF operates a Factory Store in Bamberg where clothes of its own production, as well as a wide range of an additional 60 brands such as Carl Gross, Digel, Marvelis, Olymp, S. Oliver, Street One, Cecil, Comma, Esprit, Mustang, Levi Strauss, Wellensteyn and many more are offered. These brands are external producers supplying our Factory Store.

We asked all of our external producers to fill in the questionnaire including the Code of Labour Practices and to send us information about Code of Conducts or whether they are a member of any association (e.g. FWF, BSCI). The request is made by GREIFF at least once a year.



COMPLAINTS HANDLING

In all production facilities the Code of Labour Practices is posted in the local language for the employees to read. Complaints can be filed with a local FWF complaints handler, via telephone, in written or verbal form, through the email address complaints@fairwear.org, and in some countries via social media or messaging apps. If we receive a complaint, we will first talk to our technical manager, because he is responsible for the factories. The next step is to contact the management of the manufacturer and discuss the complaint with them. After this, we find solutions together and we will give the manufacturer a time frame to solve the complaint. FWF needs to decide whether it will open up an investigation or not. The outcome of the investigation will then again be shared with GREIFF. FWF is responsible for setting up a complaints procedure in production countries where FWF is active. The complaints procedure allows third parties to make complaints about the working conditions or the way the Code of Labour Practices is implemented in factories which supplies FWF members.

The responsibility of FWF includes investigating the complaint, verifying whether the agreed CAP is implemented and publicly reported. This complaint report gives an overview of the complaint filed to FWF, the investigation and agreed corrective action plan as well as how the outcome is verified.

In March 2022, we received a complaint from the national coordinator of the Dutch Clean Clothes Campaign, which affects our production facility in Pakistan (Pakistan I). The workers are supported by the Textile Power looms Garment Workers Federation (TPGWF) and Labour Education Foundation (LEF). It is about wages, severance pay and accrued bonuses and vacation days which workers from Pakistan I demand. At Pakistan I, there are two other workwear brands producing their garments; they also received the complaint from the CCC and we are working together to solve the case. Discussions were held with the CCC and the workwear brands as well as with Pakistan I. In November 2022 we also received this complaint via the official FWF complaints mechanism, this was initiated by the CCC to speed up the complaints process. As a result, the entire situation was re-discussed with the FWF. The CCC and the production facility each cited national laws in their arguments. It was agreed to wait for another hearing in January 2023.

COMPLAINTS HANDLING

We suggest to our suppliers to participate in WEP training, to raise awareness about the existence and the functioning of the FWF's worker hotline. If our managing partner is in the production facilities he interviews the workers and raises awareness of the complaints handling system.

All parties involved are of the opinion that the employees concerned should receive the money to which they are entitled. However, the amounts demanded by the employees and those which the manufacturing partner believes they are entitled to are so far apart that judicial clarification is necessary in order to have binding guidelines for future cases.

In April 2023 we received the message that all the cases have been settled in court. 13 people have received their rightful dues and the 2 cases without any legal standing have been dismissed again. End of April, we received the message that the reporting organizations in contact with the complainant said that there are still two outstanding cases that have not been finalized and are due to be heard in court at end of April 2023. Unfortunately, we cannot claim a complete clarification of this complaint at this point, but we believe that this can certainly be clarified in the near future. We will continue to try and find a good solution.

TRAINING AND CAPACITY BUILDING

ACTIVITIES TO INFORM STAFF MEMBERS

The employee is informed either by the respective department head in department meetings or personally, so each employee can ask questions. GREIFF provides information on FWF membership in the intranet and in internal meetings. In the relevant departments in addition to FWF membership, training is conducted.

ACTIVITIES TO INFORM AGENTS

Agents are informed of FWF membership through the Code of Labour Practices, the model letter and the questionnaire. Our agents are informed by us about all the activities with FWF. The CAP will be given to the agents to follow up. GREIFF has one agency responsible for Macedonia. We are in very close contact with our agents, so we inform them in personal conversations.

At Fair Wear Foundation events in the countries where our agents operate, we invite agents and factories to these events

ACTIVITIES TO INFORM MANUFACTURERS AND WORKERS

Manufacturers are informed about the Code of Labour Practices and FWF membership through the model letter and questionnaire. According to FWF procedures, an information sheet for workers including the Code of Labour Practices and the contact details of the person, who deals with complaints, are posted in the supplying factories. Unfortunately due to the COVID-19 pandemic it was not possible to offer management and workers training in this year.



INFORMATION MANAGEMENT

Through our membership of FWF we are in a continuous improvement process, all our activities are documented and can be traced at any time. The Code of Labour Practice (CoLP) is posted in all of our production facilities and we are receiving pictures from the factories. GREIFF is verifying during visits that the CoLPs are posted in all production facilities. In addition, we inform in the trainings about the CoLPs. Any new production site has to fill in the FWF questionnaire, and during our visit the basic health and safety questionnaire is also filled in. Our technician personally visits all production facilities and gets an impression on site. We ask our production facilities about subcontractors and we check existing audit reports.

To ensure that all colleagues who are in contact with production sites are well informed about labour rights and working conditions we have regular meetings between management, CSR, disposition, head of purchasing and the technical manager to update all on the working conditions at our suppliers. All staff has access to the tools that FWF offers, such as monitoring CAP documents, reports on living wages and access to FWF's online information system.



TRANSPARENCY & COMMUNICATION

On our website we inform about our FWF membership. GREIFF has created a CSR brochure in which we also talk about the membership. GREIFF is following the FWF Communications Guide for communicating about its membership. In addition, we speak about our membership in lectures and contributions we write for trade journals. GREIFF has an account on Facebook and Instagram, here we also inform about our FWF membership.

With the introduction of our myGREIFF-Code, GREIFF takes another step towards more transparency. The myGREIFF-Code can be found on a label in every piece of our NOS-garments. With the aid of the myGREIFF code, you can trace the whole process that went into making the product – from the fibre to the finished item of clothing. You can see where the raw materials used for the product came from and where they were processed. If you have a GREIFF garment, just try the myGREIFF code at: <https://www.mygreiff.de/is-web/mygreiff/ui/#/lookup>.

STAKEHOLDER ENGAGEMENT

GREIFF is a member of “The Partnership for Sustainable Textiles”. The Textiles partnership was established on 16th October 2014. The multi-stakeholder initiative, comprising textile and clothing industry, retailers, trade unions and civil society, pool the strength and expertise of its members in order to bring about social, ecological and economic improvements all along the textile supply chain. In doing so, the textiles partnership also aims to tackle common challenges more effectively, to exploit synergies through joint projects on the ground, to learn from one another and thus to improve-underlying conditions in the countries.

GREIFF is a founding member of the “MaxTex Association”. MaxTex, founded in 2014, is an international commitment of textile manufacturers, primary producers, clothing manufacturers, textile providers and scientific institutions. It has the objective to ensure sustainable actions across the entire textile value chain. Thereby the corporate sustainability in social, economic and ecological terms takes centre stage.

Explanation of abbreviations:

CAP: Corrective Action Plan | **CM:** Cut Make | **CoLPs:** Code of Labour Practices | **CSR:** Corporate Social Responsibility
FWF: Fair Wear Foundation | **NOS:** Never out of Stock | **PPE:** Personal Protective Equipment



CORPORATE SOCIAL RESPONSIBILITY

We carry responsibility towards people and the environment - you can feel that and follow us on our journey. A safe workplace for all employees in the production process, the conservation of natural resources, fair trade and the highest possible transparency are what make our products stand out. Sustainability is an essential part of our corporate values and determines our day-to-day actions. We have significantly strengthened our commitment in recent years and will continue to do so in the future.

myGREIFF.de



On **myGREIFF.de** you can track the entire production process of your product, from fibre to finish. You'll see where the raw materials come from and where they were processed.



We rely on Fairtrade certified Cotton! The cotton content of our Gastro collections consists to a large part of 100% Fairtrade certified cotton. With this we promote fair working conditions, the prohibition of exploitative child labor, stable minimum prices, long-term trade relations in cotton production and the switch to environmentally friendly cultivation.



We offer products with the „Grüner Knopf“. The government meta-seal for sustainably produced textiles sets binding requirements to protect people and the environment. A total of 46 demanding social and environmental standards must be met.



We are continuously improving. Building on STANDARD 100 by OEKO-TEX (certified materials tested for harmful substances), more and more of our products carry the traceable MADE IN GREEN seal, which additionally monitors environmental friendliness and working conditions in production facilities.



We rely on STANDARD 100 by OEKO-TEX - a uniform and independent certification system for textile products. It stands for textiles tested for harmful substances and products that are harmless to health.



We use Tencel in parts of our collection. This innovative cellulose fibre is extracted from wood and processed in a sustainable way.



We use SEAQUAL® YARN in some of our collection. The yarn is made of 90 percent PET pellets and 10 percent ocean plastics. The SeaqualInitiative is dedicated to cleaner oceans and organises collaboration between local communities and NGOs and policies.



We are a founding member of the MaxTex association. Together with our partners, we pool expert knowledge and develop innovative product solutions to drive sustainability in the textile industry more - transparently, honestly and sustainably.



We are part of the Textile Alliance, which was launched in 2014 as a government response to tragic accidents in textile factories. Together with our alliance partners, we are continuously improving social, environmental and economic sustainability along the entire production chain.



We are a member of the Fair Wear Foundation (FWF). By enforcing this organisation's labour standards at our production facilities, we are continuously improving the local people's labour and social conditions.



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