

ZIMMERMANN

RESPONSIBLE SOURCING POLICY

POLICY STATEMENT

ZIMMERMANN is committed to sourcing materials that have a low impact on climate, do not contribute to water scarcity and loss of biodiversity, and are produced in a way that is safe for humans, and in contexts that respect human rights.

ZIMMERMANN pledges to protect forests and oceans and recognizes the role that soil health plays in building climate resilience, while also opposing inhumane and unethical practices in animal husbandry.

This Policy is reviewed and updated regularly to ensure continued adherence to best standards and practices. ZIMMERMANN's sourcing guidelines identify preferred materials based on existing standards aligned with its commitments, and where a standard does not exist, ZIMMERMANN will work with its suppliers to improve their current practices in alignment with the same commitments.

In order to work effectively with our supply chain partners, ZIMMERMANN's ambition is to have full traceability of its key materials across each step from production to finishing.

This Policy does not apply only to materials used in our garments and accessories but also to materials used in our packaging and obtained through indirect procurement.

OTHER RELEVANT DOCUMENTS

This Policy is integrated into a wider framework of policies and procedures implemented by ZIMMERMANN concerning environmental protection and preservation. These measures are implemented through the organisation and across the value chain, encompassing the following:

- Traceability Policy
- Viscose Sourcing Policy
- Responsible Sourcing Policy
- Natural Resources Conservation Policy
- Pollution-prevention Policy
- Human Rights Policy
- Supplier Code of Conduct
- Product Safety Policy

SUPPLIERS AND SUPPLY CHAIN WORKERS

ZIMMERMANN requires that working conditions in its supply chain are safe, that workers are treated lawfully and with respect and dignity, and that manufacturing processes are environmentally responsible. Our Supplier Code of Conduct sets out our expectations for responsible business practices in our supply chain.

The Code of Conduct is based on the Ethical Trading Initiative's (ETI) Base Code, which is founded on the conventions of the International Labour Organization (ILO).

Ethical Trading Initiative's Base Code:

1: Employment is freely chosen

1.1 There is no forced, bonded or involuntary prison labour.

1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

2: Freedom of association and the right to collective bargaining are respected

2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.

2.3 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.

2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

3: Working conditions are safe and hygienic

3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

3.2 Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

3.5 The company observing the code shall assign responsibility for health and safety to a senior management representative.

4: Child labour shall not be used¹

4.1 There shall be no new recruitment of child labour.

4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labour" being defined in the appendices.

4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.

4.4 These policies and procedures shall conform to the provisions of the relevant ILO standards.

5: Living wages are paid

5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

5.2 All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

6: Working hours are not excessive

6.1 Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. 6.2 to 6.6 are based on international labour standards.

6.2 Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week*

¹ Immediately laying off children can be harmful to them and to the welfare of their families. Therefore, the ILO has identified immediate actions that can be taken to mitigate the issue of child labour without harming the children, while also planning appropriate remediation to remove existing cases. This approach, known as the 3 H's, entails stopping under-age hiring, removing children from hazardous tasks, and reducing working hours to legal limits.

6.3 All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.

6.4 The total hours worked in any 7-day period shall not exceed 60 hours, except where covered by clause 6.5 below.

6.5 Working hours may exceed 60 hours in any 7-day period only in exceptional circumstances where all of the following are met:

- this is allowed by national law;
- this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce;
- appropriate safeguards are taken to protect the workers' health and safety; and
- the employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.

6.6 Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off in every 14-day period.

7: No discrimination is practiced

7.1 There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8: Regular employment is provided

8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

9: No harsh or inhumane treatment is allowed

9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Additionally, we expect that our suppliers, contractors and other business partners adhere to the human rights principles stated in our Human Rights Policy, comply with all applicable

laws and communicate the same expectations to their employees, suppliers and other business partners.

PREFERRED MATERIALS

This section focuses on ZIMMERMANN'S preferred standards to ensure the responsible sourcing of materials. Our definition of a 'Preferred Material' is data-driven, considering all known impacts associated with its lifecycle, and informed by scientific papers, lifecycle assessments, or publications from organizations such as Textile Exchange, including their Preferred Fibre & Materials Matrix.

Recycled materials are prioritized whenever possible, following specific certification standards such as the Global Recycling Standard (GRS), with any other preferred certification standard identified based on an assessment of environmental and social benefits.

We prioritize certification standards that offer full traceability but also support other initiatives such as Better Cotton. The following non-exhaustive list indicates our preferred standards: Global Organic Textile Standard (GOTS), Responsible Wool Standard (RWS), Responsible Mohair Standard (RMS), Responsible Alpaca Standard (RAS), Responsible Down Standard (RDS), Global Recycled Standard (GRS), Forest Stewardship Council (FSC).

These Standards apply to the following materials we use in our product:

- + Cotton
- + Linen
- + Silk
- + Sheep Wool
- + Mohair
- + Down
- + Cashmere
- + Viscose/Rayon
- + Polyester, Nylon/Polyamide etc.
- + Paper & Cardboard
- + Plastic

Other materials used by ZIMMERMANN are:

- + Leather & Shearling

ZIMMERMANN aims to source only leather that is a co-product of the food industry and prohibits the use of skins derived from vulnerable or endangered species listed by either the International Union for Conservation of Nature (IUCN) or the Convention on International Trade in Endangered Species (CITES).

ZIMMERMANN is dedicated to sourcing from deforestation-free supply chains and supply chains that are free from human rights infringements.

ZIMMERMANN endeavours to source leather traceable to the country of farming and collaborates with its suppliers to assess animal welfare in their supply chains while monitoring the development of relevant standards and certifications in this area.

ZIMMERMANN is committed to using leather processed in tanneries that have been audited by the Leather Working Group (LWG).

+ Gold, Silver, Brass and Gemstones

ZIMMERMANN encourages his sourcing teams to source:

- + From Responsible Jewellery Council (RJC) certified entities
- + Recycled metals from refiners who are Responsible Jewellery Council (RJC) Chain of Custody certified
- + Fairmined certified
- + Fairtrade certified
- + Suppliers who implement the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

MATERIAL PROCESSING

Material processing refers to any process in-

- + Tier 3: Processing of raw materials into yarn or other intermediate product.
- + Tier 2: Production and finishing of materials (e.g. fabric, trims) that go directly into finished product.
- + Tier 1: Assembly and manufacturing of final products.

We have developed the following policies that apply to material processing:

- + GHG emissions Policy
- + Pollution-prevention Policy
- + Natural Resources Conservation Policy
- + Product Safety Policy

ANIMAL WELFARE

ZIMMERMANN is committed to adhering to the highest standards of animal welfare, which is why we have established this animal welfare policy.

ZIMMERMANN will never knowingly source animal-derived materials from suppliers that do not uphold these standards. We only accept animal-derived materials from living and

domesticated animals (e.g., wool from sheep) or from animals raised primarily for food production (e.g., leather or shearling). Materials derived from vulnerable or endangered species listed by either the International Union for the Conservation of Nature (IUCN) or the Convention on International Trade in Endangered Species (CITES) will not be used.

We do not use Angora or fur, defined as any animal skin or part thereof with hair or fur fibres attached, either in its raw or processed state, or the pelt of any animal killed for its fur. However, materials derived from animals primarily raised for food (e.g., shearling) fall outside this definition.

This policy complements the Responsible Sourcing Policy and establishes targets for sourcing animal-derived materials that meet international standards, ensuring the respect of the Five Freedoms and alignment with the Five Domains framework.

ZIMMERMANN requires that all its sheep wool, mohair and down be certified by 2025. The Certification Standards to be prioritized are:

- Responsible Wool Standard (RWS)
- ZQ Merino
- Global Recycled Standard (GRS)
- Responsible Mohair Standard (RMS)
- Responsible Down Standard (RDS)

In exceptional cases, when certifications cannot be provided, a supplier can provide information on the origin of a material through appropriate documentation to demonstrate adherence to this policy.

Where these standards do not apply (such as leather and shearling), ZIMMERMANN will prioritize hides that are traceable to, at least, the country of slaughter and collaborate with its suppliers to investigate animal welfare in their supply chains, while also monitoring the development of relevant standards and certifications in this area.

ZIMMERMANN is also committed to investing in Impact Incentives or Impact Partnership Incentives to support farms participating in programs to improve their animal welfare practices.

CHAIN OF CUSTODY

On-product sustainable attributes must demonstrate a chain of custody in accordance with the requirements of the adopted standard.

For GOTS (Global Organic Textile Standard), RWS (Responsible Wool Standard), RMS (Responsible Mohair Standard), RDS (Responsible Down Standard), GRS (Global Recycled Standard), OCS (Organic Content Standard), Rigenagri, and RCS (Recycled Claim Standard) certified materials, suppliers must provide a Scope Certificate (SC) and Transaction Certificates (TC).

All shipments of certified materials must be accompanied by a TC. This requirement applies to all subsequent shipments of the same material.

For FSC, the supplier must demonstrate chain of custody by including their FSC certification references in their commercial invoices or transport documents.

REPORTING

ZIMERMANN is committed to transparent, timely reporting to stakeholders regarding the company's environmental and sustainability performance.

We publish a Sustainability Report on the ZIMMERMANN website annually. This document tracks our progress toward our commitments and targets, including the uptake of preferred materials and other key performance indicators relevant to this policy.