

**UNAUTHORIZED
SUBCONTRACTING POLICY
BESTSELLER
RESPONSIBLE SOURCING**

February 2021

BESTSELLER®

BESTSELLER'S UNAUTHORISED SUBCONTRACTING POLICY

UNAUTHORISED SUBCONTRACTING – ZERO TOLERANCE

A fundamental part of BESTSELLER's sustainability efforts is to maintain safe working conditions, protect workers' human and labour rights, and minimise our environmental footprint in the best possible way according to national and international standards, regulations, and guidelines. A cornerstone in this effort is complete transparency in our supply chain, so we can monitor and influence conditions of production.

In practice, this means that our suppliers must disclose all factories and subcontractors they will use for the manufacturing of BESTSELLER products. Factories and subcontractors must be approved and authorised by BESTSELLER to ensure they comply with BESTSELLER's Code of Conduct. Our suppliers must under no circumstances initiate production at factories or subcontractors that have not been approved and authorised by BESTSELLER. All factories and subcontractors must be declared active and open for orders in BESTSELLER's operation systems before production for BESTSELLER can begin.

If a factory or subcontractor has not been approved and authorised, BESTSELLER has no certainty that conditions at the workplace comply with BESTSELLER's Code of Conduct. Therefore, production at unauthorised factories and subcontractors is a critical violation of BESTSELLER policy and strictly prohibited.

If production at unauthorised factories or subcontractors is suspected or discovered, BESTSELLER will conduct a thorough investigation. The supplier and factory are expected to actively participate in this investigation. If the case is confirmed, the consequences may be severe.

The severity of the penalty will be based on the details and severity of the case and may include significant financial claims, or ultimately offboarding of the involved supplier and factory, with immediate effect across all BESTSELLER brands.

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