

A woman with long dark hair is looking directly at the camera. She is wearing a bright green jacket over a green and white striped shirt. Her right hand is holding a green and white striped sleeve, which is part of another person's arm. The background is a light-colored, textured wall.

SUSTAINABILITY REPORT 2022

WE ARE GERRY

GERRY WEBER

MISSION STATEMENT

Sustainability remains an integral element of our corporate philosophy. Economic efficiency and social and environmental responsibility are key aspects of everything we do. We place the focus on five fields of action: product, partners, employees, environment and society.



CONTENT

4 FOREWORD BY THE MANAGING BOARD

6 GERRY WEBER SUSTAINABILITY REPORT

6 Report Profile

7 Company Profile

- 7 Business activity and organisation

10 Responsible Corporate Governance – WE ARE GERRY

12 Compliance

- 12 Values und Guidelines
- 12 Compliance Management System
- 12 Anti-Corruption and Bribery
- 12 Code of Conduct
- 13 Social Compliance Agreement
- 13 Data Protection and Information Security

14 Sustainability Management

15 Sustainability Strategy

- 15 Material topics

16 Sustainable Development Goals (SDGs)

- 17 Our stakeholder
- 17 Memberships
- 18 Product
- 22 Partners
- 23 Human rights risk analysis
- 24 Social responsibility in the supply chain
- 24 Regular audits
- 27 Living wage
- 28 Environmental responsibility
in the supply chain
- 28 Global Organic Textile Standard (GOTS)
- 29 Organic Content Standard (OCS)

29 Employees

- 30 Management approach
- 31 Our employee structure
- 33 Diversity at GERRY WEBER
- 33 Work-life balance
- 34 Occupational safety and
health protection
- 34 Education and training

35 Environment

- 35 Management approach
- 36 EU taxonomy
- 36 Environmentally friendly
dyeing methods
- 36 Dry Indigo®
- 36 Dry Black®
- 37 Climate action (decarbonisation)
- 38 Energy

39 Society

- 39 Management approach
- 40 Focus points of our commitment
to society

42 Material Sustainability Topics of GERRY WEBER and GRI-Standards

46 Imprint

FOREWORD BY THE MANAGING BOARD

Sustainability Report 2022 of GERRY WEBER International AG

Dear readers,

The past reporting year 2022 again presented us with major changes and challenges. The consequences of the pandemic on global supply chains, the impact of the war in Ukraine, extreme weather events and changes in our environment due to climate change mean that we are facing ever more challenging tasks.

This makes it all the more important to tackle them with determination. We are pursuing our sustainability agenda to make a contribution to achieving the climate goals and pushing ahead the transformation towards greater sustainability. This report provides an overview of the progress we have made.

The transformation will be achieved only with our great staff – Team GERRY. Every single one of our employees is important. We want everybody to feel at ease with us and to benefit from the best possible opportunities for development. This is why we are very pleased with the good result of our first global employee survey. It shows that WE ARE GERRY is so much more than just a slogan. WE ARE GERRY is the expression of a very strong feeling of togetherness and pride. We are proud that this has been rewarded with the certification as a “GREAT PLACE TO WORK®”.

To offer our employees an agile and modern working environment while at the same time increasing our attractiveness to potential candidates, we are expanding our concept for mobile working and have introduced a new concept called “ZEITHOCH3” (TIME³). The many options offered with regard to the place of work and the working time ensure a maximum of flexibility.

The global challenges can be solved only collectively – in society, the economy and with the governments. This is why we have joined alliances such as Amfori BSCI and the Partnership for Sustainable Textiles to be able to act at several levels.

The partnership and trusting cooperation with our suppliers is another element. We attach great importance to compliance with human rights as well as with social and health standards. The willingness and ability to pursue environmental goals is another criterion of good cooperation.



Angelika Schindler-Obenhaus (CEO) and Florian Frank (CFO)

Our sustainable “I WEAR I CARE” styles are selected according to strict requirements and must contain at least 50 percent sustainable raw materials or 20 percent recycled raw materials. In the year under review, our collections already included more than 40 percent sustainable styles.

Our Sustainability Officers in the Taskforce ensure that our goal of raising employees’ awareness of sustainability is actively pursued in the individual departments and throughout the company. The Sustainability Week organised by our company has created great interest in both relevant topics and practical tips for everyday life – read more in the report.

Our customers are the focus of our activities. We remain committed to offering them favourite items that are good for them and make them happy. Our aim in this context is to increase the share of sustainable fibres. We have realised that sustainability is becoming increasingly important to our customers and influencing their purchasing decisions.

We want to grow through exchange with our stakeholders and therefore also regard this report as an invitation to enter into dialogue.

We want to shape a world in which we live together peacefully and in which respect for the environment and people becomes second nature.

Angelika Schindler-Obenhaus
Chief Executive Officer
CEO | GERRY WEBER

Florian Frank
Chief Financial Officer
CFO | GERRY WEBER

SUSTAINABILITY REPORT

GERRY WEBER

2022

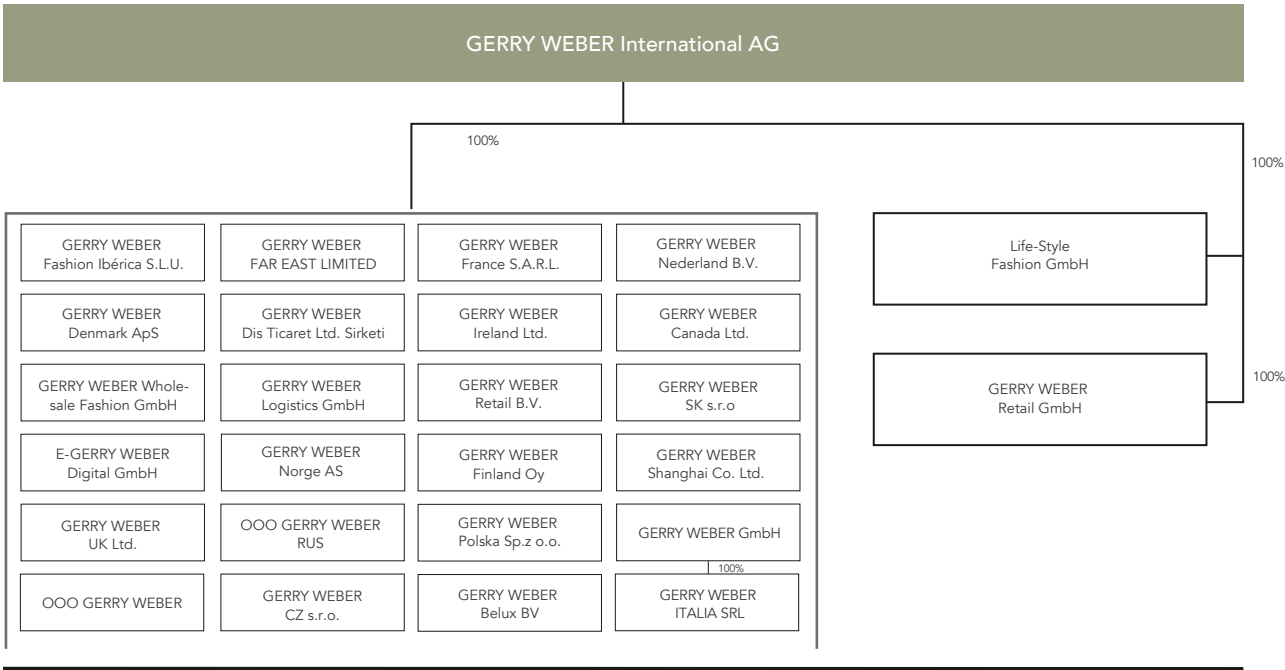
Report profile

This is the fourth Sustainability Report of GERRY WEBER. GERRY WEBER International AG thus meets the reporting requirements of the CSR Directive Implementation Act (CSR-RUG) at company and Group level. We also want to meet our commitment to transparently communicate our sustainability activities and targets to our stakeholders. The report is primarily aimed at business partners, investors and private shareholders, employees, customers and non-governmental organisations as well as interested parties from socially engaged groups, politics, business and science. It covers the period of the fiscal year 2022 with a reporting date of 31 December. The contents of the report were determined and prioritised by GERRY WEBER on the basis of a materiality analysis in 2019. The analysis was checked for

up-to-dateness and adjusted accordingly in the reporting year. Material activities that occurred after this date were also taken into account up to the editorial deadline of 24 March 2023. The Sustainability Report has been approved by the Managing Board of GERRY WEBER International AG and the Supervisory Board and is available in German and English.

The quantitative information in the report relates to the GERRY WEBER Group. Where possible, the key figures were determined by means of full data collection, i.e. on the basis of actually available data.

GERRY WEBER International AG and its affiliated companies





Company profile

Business activity and organisation

The GERRY WEBER Group is one of the best-known German fashion and lifestyle companies. The GERRY WEBER brand has a brand awareness of 91% in Germany (MEDIAPLUS Insights November 2020 survey).

Today's GERRY WEBER Group was established by Gerhard Weber and Udo Hardieck in Halle/Westphalia in 1973. The company has its origin in the wholesale sector. The Group comprises three distribution and reporting segments, i.e. the GERRY WEBER Retail segment, which comprises the company-managed and concession stores of the GERRY WEBER brands (GERRY WEBER, TAIFUN, SAMOON), the GERRY WEBER Wholesale segment, which relates to all sales generated by the three brands with our fashion retail partners, and the GERRY WEBER E-Commerce segment. GERRY WEBER E-Commerce comprises the sales of all three brands that are generated digitally through our own online shops as well as on external platforms such as Amazon, Zalando, Boozt, ABOUT YOU and OTTO.

The Retail segment had a total of 511 stores as of 31 December 2022 (previous year: 559). Besides our 273 retail stores, this figure includes our 36 outlet stores as well as our 202 concession stores. The Wholesale segment comprised 211 franchised GERRY WEBER stores and 1,249 shop-in-shops (thereof 292 consignment contract stores, previous year: 1,410). As of 31 December 2022, GERRY WEBER had distribution structures in 71 countries worldwide (as of 31 December 2020 54 countries).

Headquartered in Halle/Westphalia, GERRY WEBER International AG is the operating holding company of the Group.

As of 31 December 2022, the basis of consolidation of the GERRY WEBER Group comprised GERRY WEBER International AG as well as 26 domestic and international subsidiaries (previous year: 26 subsidiaries).

GERRY WEBER

GERRY WEBER stands for a no-fuss, self-confident and feminine look – high-quality, clear and always with its finger on the pulse. The brand is about everyday favourites that commercially bring fashion trends to women. Each season is characterised by a clear specification of possible combinations, suitable for every moment, which convey a self-evident, relaxed style. **GERRY WEBER** focuses on a true-to-life, emotional, enthusiastic and modern interpretation. A brand that is more than just a fashion provider – **GERRY WEBER** is a source of inspiration that women – regardless of age – love to share with other women.



TAIFUN

"We love to move" is the guiding principle of **TAIFUN**, with diverse colour combinations and clear, expressive prints dominating the collections. Every season, the design flexibly implements the brand's expertise in cut, fit and material qualities. The **TAIFUN** brand moves between the poles of sportivity and joie de vivre. Curious, courageous, passionate, motivated – our **TAIFUN** customer is always on the move. Life? Always ready for a surprise.

SAMOON

With a lot of courage, passion and love, the **SAMOON** brand creates individual plus-size styles that radiate joie de vivre and underline the wearer's self-confidence at every moment. The focus always is on body positivity. "Because I'm happy" is the credo of the **SAMOON** curvy community, expressing their satisfaction with their bodies. Because curvy is beautiful, curvy is feminine, curvy is natural!



Responsible corporate governance – WE ARE GERRY

To us, sustainable operation not only means ensuring the long life and quality of our products. It means actively shaping the transformation towards a sustainable future. This is reflected in the production of our products and in the commitment to our employees and those of our partners in the supply chain, to the environment and to society.

The main focus is clearly on our employees. As an internationally operating company in a competitive market environment, the GERRY WEBER Group is aware that the company's success is based on the motivation, innovative power, trusting cooperation and commitment of its employees. The GERRY WEBER Group therefore attaches great importance to creating a working environment that adapts to the changing needs of its employees while at the same time leaving enough room for innovation.

Our company is guided by strong values. The company's success is based on team spirit, mindfulness, appreciation and transparency – values that underpin our understanding of sustainable entrepreneurship.

The values were identified in an employee survey in 2021 and subsequently established in the company by means of training courses.

1. Team spirit
2. Appreciation
3. Mindfulness

The values are addressed in more detail in the "Employees" chapter.

In the reporting year, we intensified and expanded our activities with regard to employees. The individual activities are described in more detail in the "People" chapter.

Due to this great commitment, we were awarded the "Great Place to Work" (GPTW®) award in the reporting year. This makes us one of the best employers in the fashion industry.

GERRY WEBER uses the results of ratings, rankings and standardised surveys to measure the performance of its sustainability management. The results are used to set incentives for corporate governance. Among other things, they are used to determine the compensation of the members of the Managing Board.



Corporate Governance

Ensuring good and responsible corporate governance is of great importance to GERRY WEBER AG, as we believe it to be key to long-term success. Our corporate governance management system therefore complies with international and national standards such as the German Corporate Governance Code (GCGC). GERRY WEBER International AG reports on compliance with these requirements in an annual declaration of conformity. Further comprehensive information on corporate governance as well as information on the composition of the executive and controlling bodies of GERRY WEBER International AG and on the tasks and compensation of their members is provided in the Annual Report and the Compensation Report.

We are an international enterprise operating in different countries, regions and jurisdictions. GERRY WEBER International AG ensures that the various legal standards and rules are complied with while putting value-oriented corporate culture into practice. The latter forms the basis for the collaboration and our dealings with employees, business partners, investors and society. Top priority is attached to respecting and complying with human rights. A corresponding policy statement and our Human Rights Policy are publicly accessible on our website.

Risk Management

Risk management is a material component of corporate governance. The aim of risk management is to identify risks systematically and at an early stage, to quantify them correctly,

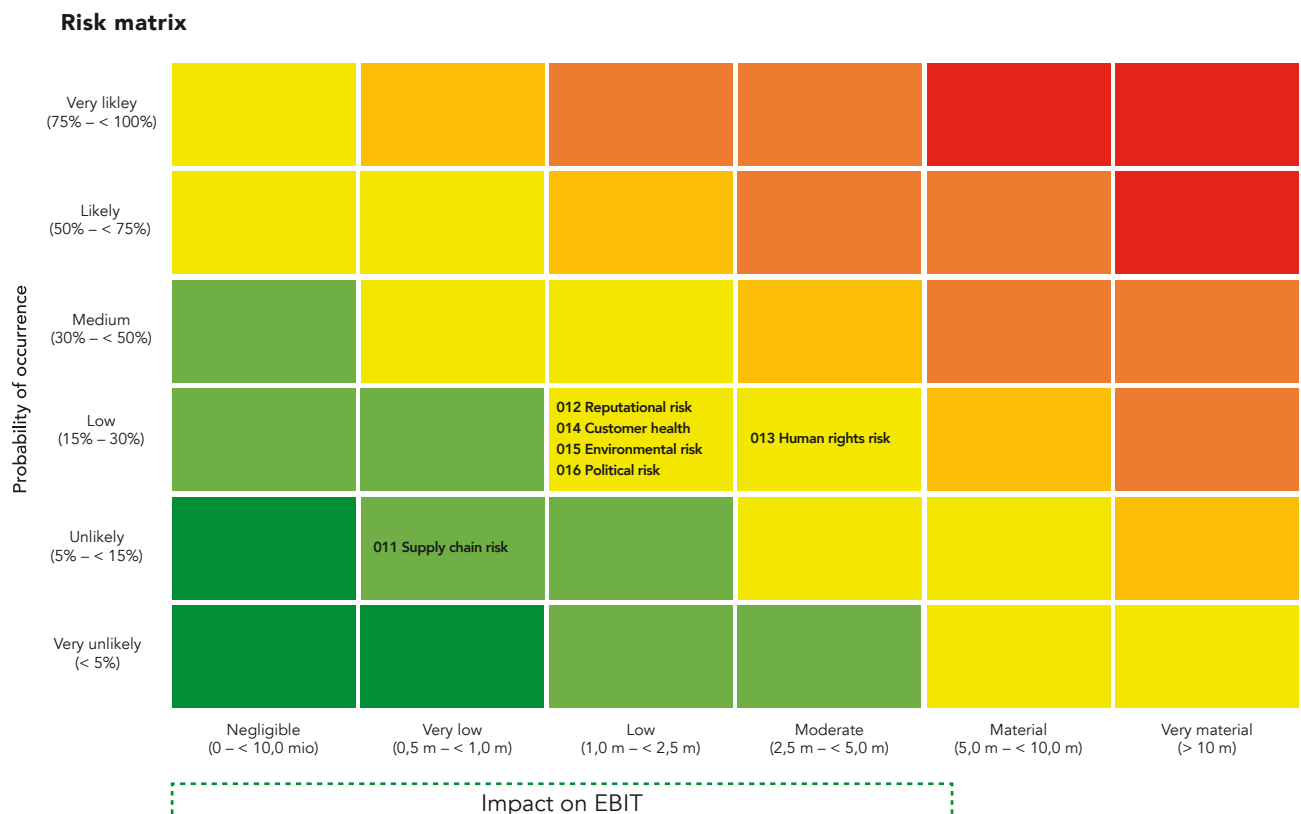
to understand their scope and to avert or minimise damage to the company by taking adequate measures. The early identification of going concern risks ensures the continued existence of the company. The Managing Board of GERRY WEBER International bears overall responsibility for the risk management system, with the Supervisory Board involved in the process through its Audit Committee.

We further developed our risk management system on the basis of the internationally recognised COSO model for managing enterprise risk. Since the last reporting year, a more differentiated view has been taken of sustainability risks and measures are now more effectively assigned to the individual risks.

Non-compliance with human rights, national and international laws and social standards as well as insufficient compliance with our quality standards by our partners may entail potential risks and thus lead to declining sales and EBIT.

To reduce the probability of occurrence, appropriate preventive measures have been taken. Before accepting new manufacturing partners to GERRY WEBER AG's portfolio of suppliers, we conduct a risk analysis with regard to human rights and environmental risks. In the further course of the business relationship, our partners undergo audits regarding their compliance with human rights, national and international laws, social standards as well as know-how and quality standards.

The material risks and their effects on EBIT are presented in the risk matrix below:



For a comprehensive report on the risks and opportunities of GERRY WEBER International AG, please refer to the management report.

All further information on human rights and environmental risks are described in the "Partners" chapter in this report.

Compliance

Values and Guidelines

The trusting and value-based cooperation with employees, business partners, shareholders and the public represents the very basis of GERRY WEBER International AG. Justifying and increasing this trust is one of the tasks of each individual employee.

Appreciation and respect are fundamental values to us. We respect individual and cultural differences. What is more, we stand for equal opportunities and respect human rights. We do not tolerate disrespectful, intimidating or offensive actions towards GERRY WEBER International AG, customers, business partners, shareholders or employees. Our personal exemplary behaviour plays a major role in ensuring that GERRY WEBER is perceived as a responsible and reliable organisation.

Compliance Management System

The Compliance Officer reports directly to the Managing Board. His key task is to develop and optimise the Group-wide Compliance Programme and to train employees and executives. The Compliance Officer also serves as the chairperson of the Compliance Committee. The latter aims to constantly improve the Compliance Programme and meets at regular intervals. In its steering function, it plays an interdisciplinary role in the alignment of the Compliance Programme and the compliance activities in the company. In its advisory function, it assists in the investigation of significant breaches of compliance rules and recommends appropriate measures.

Anti-corruption and Bribery

GERRY WEBER International AG operates in a wide variety of different regions across the globe. The company therefore needs to prevent illegal conduct and to implement strict rules and regulations against corruption, bribery, antitrust law violations and other unlawful actions.

The Code of Conduct forms the basis for our Group Compliance Guidelines, which elaborate on the most important topics. The guidelines on antitrust and competition law, the avoidance of conflicts of interest, anti-corruption in dealing with gifts and invitations, handling data and information, social compliance, the capital market as well as health, environment and safety create a binding framework that helps us achieve our goals.

The Compliance Programme is complemented by a company-wide whistleblowing system that encourages employees to speak openly about their ideas and to point out circumstances that relate to the violation of laws or internal policies. In such cases, employees may report to their superiors, the respective management team, the Works Council and the Compliance Officer. Employees and third parties may also contact an independent, external ombudsperson of GERRY WEBER. If desired, the ombudsperson will ensure the anonymity of the whistleblower towards GERRY WEBER. The company thus meets the requirements of the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG) with regard to complaints management.

There were no indications of substantive violations in the reporting year.

Information and documents about the Code of Conduct, the Group Guidelines and whistleblowing, plus all relevant contact details, are available to all employees at any time via the company intranet and to third parties on the company's website.

Code of Conduct

We want to offer all employees a consistent and secure basis and have established guidelines for responsible action. These are summarised in the GERRY WEBER Code of Conduct.

The Code of Conduct contains rules on how to treat colleagues, customers, suppliers, business partners and other stakeholders. It is designed to help us meet the demands that are made on us by society and by ourselves.

The Code of Conduct will be updated and adapted to new directives and circumstances in 2023.

Social Compliance Agreement

Actively promoting compliance with laws, regulations and human rights is not only the responsibility of GERRY WEBER International AG but is also firmly anchored in our self-image and our values.

This applies to our employees and to all people who work along the value chain.

As early as in 2010, we joined the Business Social Compliance Initiative, which was renamed amfori BSCI in 2018. amfori BSCI is an initiative for retailers, industry and importers to monitor and improve social standards, working conditions at suppliers and farms in a global value chain. Core elements of the programme are to train the awareness and knowledge of employees' needs and to work in partnership to improve possible grievances.

Any cooperation with suppliers is based on the amfori Code of Conduct, which, together with the Terms of Implementation, must be signed before the start of any cooperation.

The amfori BSCI Code of Conduct builds on the UN Guiding Principles for Business and Human Rights, the UN Declaration on Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Global Compact and International Labour Organization (ILO) and Children's Rights and Business.



You can find more information here: [Amfori Code of Conduct](#)

The details of compliance with and implementation of the amfori BSCI Code of Conduct are laid down in the Social Compliance Agreement, which must also be signed by our business partners and their subcontractors before the start of any business relationship.

Data Protection and Information Security

Information, whether analogue or digital, is of central importance to GERRY WEBER International AG. To maintain an appropriate level of protection, we have established a corresponding organisation for both data protection and information security management. This enables us to comply with the high legal requirements of the General Data Protection Regulation.

Data, in particular personal data, of customers, employees, business partners and shareholders are not only highly relevant to each individual but also worthy of protection to GERRY WEBER International AG. We have drawn up binding guidelines to keep the risk of violations of regulatory requirements to a minimum. In consultation with the Data Protection Officer and the Compliance Officer as well as the departments concerned, these guidelines are checked for their up-to-dateness and effectiveness and adjusted by the Managing Board as required.

At the end of the reporting year 2022, we started to introduce a modular training and awareness tool. It is intended to assist us in always staying up to date on both data and information security and data protection. Our employees can access these training courses from all devices. The system is to be further rolled out in 2023.



Sustainability management

GERRY WEBER International AG attaches great importance to reconciling environmental protection, social responsibility and economic success. Sustainable action along the value chain is both part of our identity and a fundamental principle of our corporate responsibility.

Given their importance, overall responsibility for all sustainability issues lies with the Managing Board of GERRY WEBER International AG. The Managing Board decides on the sustainability-related guidelines and standards that apply throughout the Group. It regularly addresses the sustainability topic at its meeting and reports on the progress of the sustainability strategy to the Supervisory Board.

Strategically and operationally, sustainability is managed and implemented in the Corporate Social Responsibility Department.

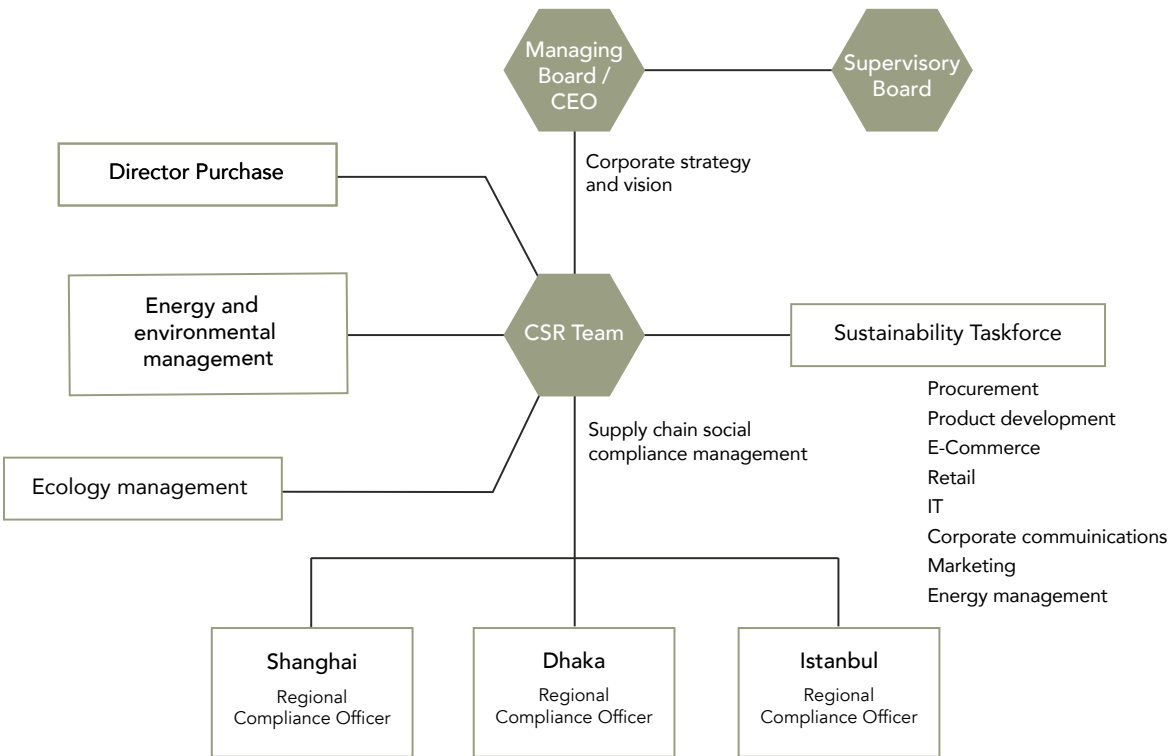
The latter cooperates closely with the Purchasing, Supply Chain Management and Design Departments to ensure proper implementation. Purchasing and quality assurance teams have been installed in our supplier countries. These teams have been trained by our CSR staff, especially on

aspects of environmental and social standards, and assist in ensuring compliance.

In view of the special importance of the topic, we have set up a Sustainability Taskforce. The Taskforce is composed of representatives of the Purchasing, Product Development, Supply Chain, Communication and Retail Departments. They contribute their specific expertise, e.g. in the areas of human resources (HR), marketing or supply chain to help us achieve our sustainability goals. The Taskforce also ensures cross-functional prioritisation. It meets regularly every four weeks. Issues addressed by the Taskforce in the reporting year included the re-certification of the organisation to ISO 50001, 14001, GOTS, and the Sustainability Week for employees.

Sustainability is important to GERRY WEBER International AG, but we will be able to implement it successfully only if people are aware of it at all levels of the organisation – and if it is understood and filled with life by every single one of us. This is why we regularly inform our employees about the projects of the Sustainability Taskforce as well as about the strategy and goals. We encourage them to participate in our sustainability projects and to be proactive themselves. The Taskforce checks possible innovations and projects for relevance and feasibility and sets up a pool of ideas for future projects.

CSR structure



GERRY WEBER uses the results of ratings, rankings and standardised surveys to measure the performance of its sustainability management. The results influence the compensation of the Managing Board, thus providing incentives for corporate governance.

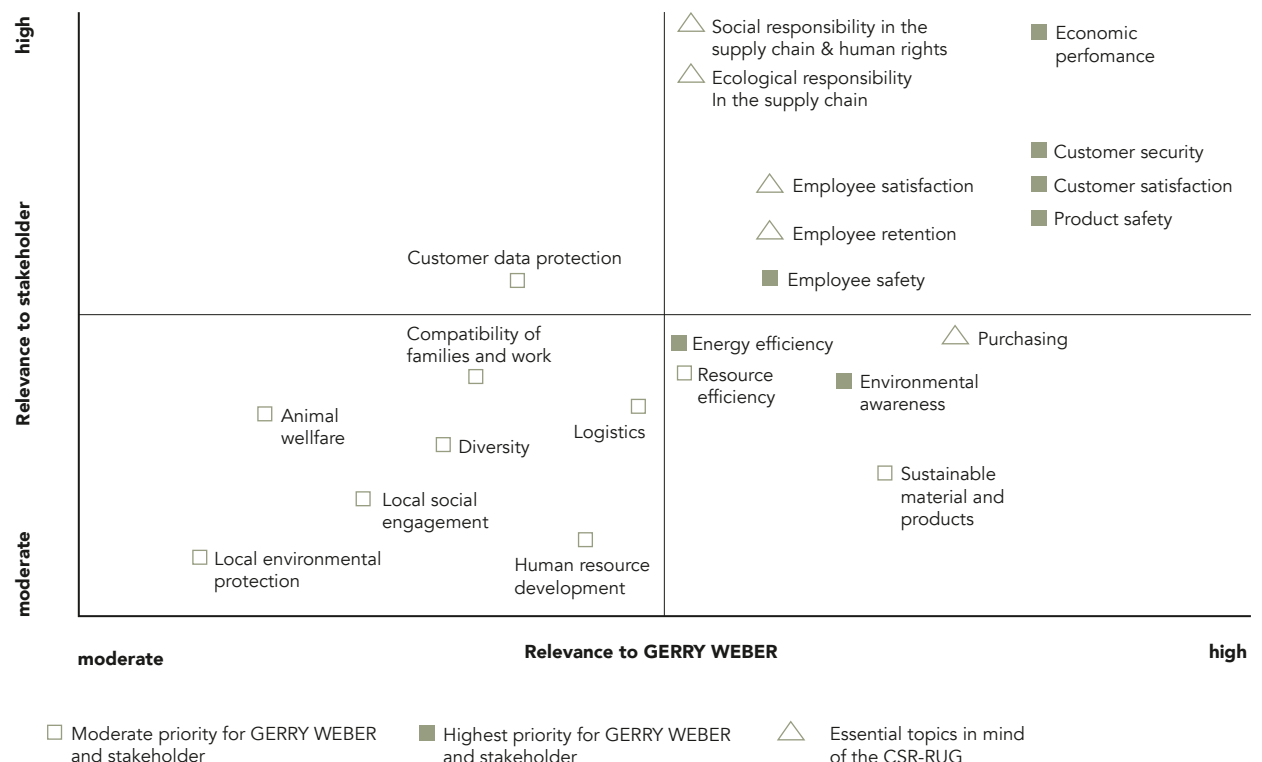
Sustainability strategy

Material topics

In 2020, GERRY WEBER International AG carried out a materiality analysis to identify all sustainability topics that are important to the company and to define the focal points of its sustainability strategy and reporting. In this context, the requirements of both the Global Reporting Initiative (GRI) and the CSR Directive Implementation Act (CSR-RUG) are observed.

In 2022, the results of the materiality analysis were reviewed and adjusted to the latest developments. First of all, the members of the Sustainability Taskforce checked the topics that were important in previous years for up-to-dateness and adjusted them accordingly. As a next step, the risk management results were also included. Due to the introduction of the Supply Chain Due Diligence Act, the regulatory topics derived from the Act, such as risk analysis, complaints procedures, remedial and preventive action, were ranked higher than the other topics. By contrast, the topic of "responsible handling of chemicals in production" has been ranked lower with regard to its effects on the company, as the standards applied are already very high. The adjustments were discussed with the relevant specialist departments and finalised. Final approval of the materiality matrix was given by the Managing Board.

Materiality matrix



Sustainable Development Goals (SDGs)

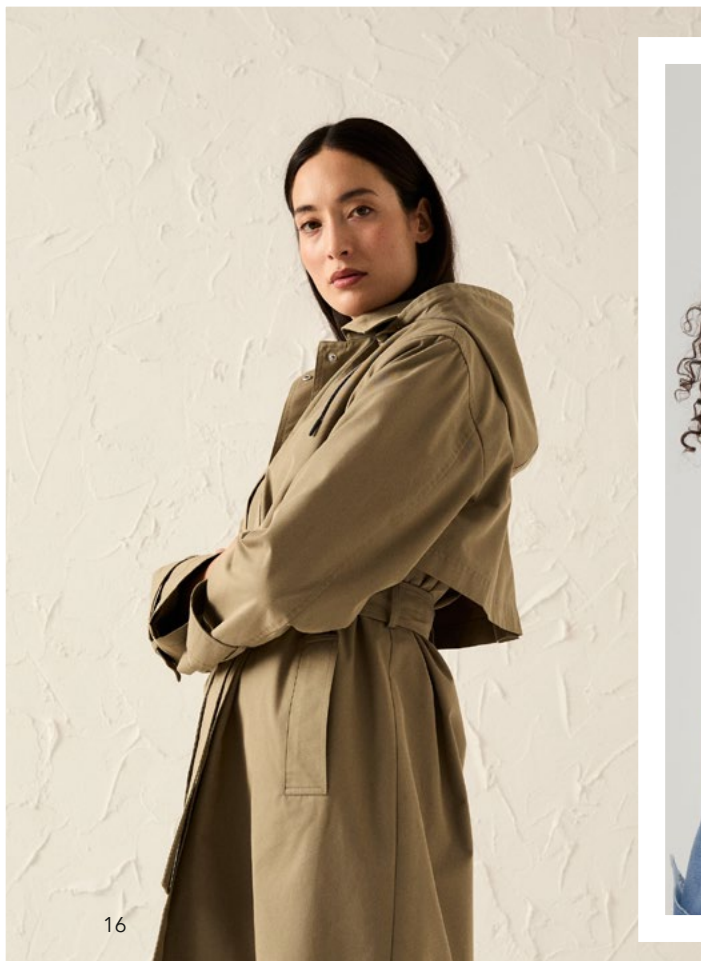
We contribute to the Sustainable Development Goals (SDGs)



The 17 SDGs were published by the United Nations in 2015 as part of the 2030 Agenda. They comprise 169 social, environmental and economic sub-goals and are mutually dependent. These 17 goals can be assigned to five areas of critical importance, the “5 Ps”: **People, Planet, Prosperity, Peace, Partnership** – to focus on the dignity and equality of humanity, to protect the climate and resources, to promote prosperity and peace for all and to build global partnerships.

All countries (developing countries, emerging countries, industrialised nations), civil societies and private sectors are called upon to address these issues, goals and targets. GERRY WEBER International AG lives up to this responsibility and has identified six goals to which we can and want to make an active contribution. We have defined targets and measures whose degree of achievement will be reviewed annually and adjusted if necessary.

The following chapters explain the link between the SDGs and the individual sustainability activities of GERRY WEBER International AG.





Our stakeholders

The exchange with our stakeholders is of great importance to us and helps us identify relevant topics. We make a distinction between direct and indirect stakeholders. Direct stakeholders of the GERRY WEBER Group are investors, customers, analysts, business partners, employees and suppliers. These groups have a direct influence on our business activity and value chain and/or are directly affected by our corporate activities.

The following players are indirect stakeholders: the general public, competitors, civil societies (associations, initiatives, non-governmental organisations), rating agencies, authorities, banks, politicians, trade unions and the media.

Our end customers are an important stakeholder group for the GERRY WEBER Group. Therefore, their opinions, questions and concerns are extremely important. Customer queries are analysed regularly. Our social media activities on social networks, such as Facebook and Instagram, also lead to fast and direct exchange with our end customers.

We are a member of various associations and initiatives. As a result, we maintain a constant exchange with representatives of non-governmental organisations (NGOs), politicians, civil society and other fashion companies. This allows us to identify and address material topics of our stakeholder groups, competitors and NGOs at an early stage. The latter increasingly place a focus on topics such as human rights in the supply chain, sustainable materials and animal welfare.

We conduct media analyses to find out how often the GERRY WEBER Group is mentioned in the (trade) press. The results are compared with previous analyses and help us identify topics that are particularly relevant to the general public. We also keep an eye on the fashion industry as a whole as well as on our employees.

Memberships



GERRY WEBER International AG is active in initiatives and cooperations to initiate systemic changes in the fashion industry. Through our partnerships we achieve more than on our own. Our involvement in the various organisations contributes to SDG 17.

AMFORI BSCI

GERRY WEBER International AG has been an active member of the amfori Business Social Compliance Initiative (BSCI) since 2010. We work in various project groups to ensure that international labour and social standards at our worldwide suppliers are complied with and improved. GERRY WEBER International AG has joined forces with more than 2,500 other companies to systematically and sustainably improve conditions along the supply chain.



PARTNERSHIP FOR SUSTAINABLE TEXTILES



GERRY WEBER International AG actively participates in the Textiles Partnership established in 2014 by then German Development Minister Dr. Gerd Müller. The government, companies, non-governmental organisations, trade unions and standard-setting organisations have joined forces in the Textiles Partnership to sustainably improve social and environmental conditions along the supply chain. To this end, numerous measures and projects have been launched and implemented in our Group in recent years.



GERMAN FASHION

We are a member of GermanFashion Modeverband Deutschland e. V., which represents the German fashion industry. The association is available to its member companies for all sector-specific and day-to-day issues and represents their interests vis-à-vis legislators, authorities and other organisations. In addition, members are informed about current developments in the fashion industry.

DIALOG TEXTIL-BEKLIEDUNG DTB

Dialog · Trust · Business
The fashion and textile community

Dialog Textil-Bekleidung (DTB) is a platform for open dialogue between experts that we use regularly. Companies from the entire textile chain (including brands and retailers) form working groups with educational institutions, institutes and industry-relevant bodies to develop solutions for textiles-related issues. Within the textile and clothing industry, the main focus is on improving product quality. Dialog Textil-Bekleidung strengthens the economic efficiency and competitiveness of its international members.

CONFEDERATION OF THE GERMAN TEXTILE AND FASHION INDUSTRY



In economic policy matters, our industry is represented by the Confederation of the German Textile and Fashion Industry (textil+mode), which also serves as an employers' association in the area of social and collective bargaining policy. One of the goals of the Confederation is to secure the innovative strength and thus the leading position of textile and fashion companies worldwide and to demonstrate the attractiveness of Germany as a business location at home and abroad. The Confederation is divided into regional associations and specialist associations. They are tasked with safeguarding and promoting common economic, professional and technical industry interests.

Product



GERRY WEBER International AG wants to offer its customers products that are socially sound and health-friendly and that do not adversely affect the natural resources of the earth. At the same time, we want to meet our customers' demands for durable, high-quality and innovative products.

We therefore set ourselves targets to increase the share of sustainable products and to pay attention to the responsible extraction of raw materials. By steadily increasing the use of recycled and environmentally friendly materials, we can also achieve transparency in the supply chain and promote the principle of a circular economy in the long term.

Just like the protection of natural resources, animal welfare and species protection are very important to us. GERRY WEBER International AG therefore joined the animal welfare initiative "FUR FREE RETAILER" already back in 2015 and has banned the use of certain materials of animal origin.

But it is not only the materials we use in production but also the packaging used for our products which has a considerable impact on the environment. We will gradually replace our packaging materials with more sustainable alternatives.

With this comprehensive approach, GERRY WEBER contributes to the implementation of Sustainable Development Goal 12.



Management approach

Through its products, GERRY WEBER International AG has considerable influence on the environment and on natural resources. With a view to conserving natural resources and the environment, we have therefore set ourselves the goal of gradually increasing the share of sustainable materials.

The materials chosen either have a high share in the total volume or reduce the negative impact on resources and the environment due to improved processes.

In the production of the collections, attention is paid not only to qualitative criteria but also to choosing sustainable materials. Whenever permitted by the respective production requirements, preference is to be given to sustainable materials.

Sustainable products

Sustainable products are identified by GERRY WEBER's "I WEAR I CARE" label. They are marked in accordance with the GERRY WEBER Material Policy. Introduced in 2022, the Material Policy outlines and explains to all Marketing, Sales and Product employees as well as to our suppliers which material may be described as sustainable under which circumstances. The Material Policy also contains explanations on the use of labels and material standards. These may be sustainable raw materials such as certified organic cotton or sustainable processes such as washing or dyeing methods. These processes save important resources such as water and chemicals, which makes for increased resource efficiency.



The prerequisite for a product to be labelled "I WEAR I CARE" is for at least 50 percent of its natural materials to be sustainable. The minimum share for recycled materials is 20 percent. Preference is given to established certificates and standards. Standards we use:

We regularly review the targets together with the Product and Procurement Officers. Should deviations be identified, their causes are analysed and adjustments are made, if required.

Organic cotton

Cotton is one of the most commonly used materials for the products of the GERRY WEBER Group. It has various positive properties. Cotton offers a comfortable feel. The fabric is very soft, breathable, kind to the skin and long-lasting. However, a lot of water is consumed and pesticides and fertilisers are often used in the conventional cultivation of cotton. As demand for cotton is very high, genetically modified seeds are used in conventional cotton cultivation.

In view of this environmental impact and the importance of the material, we have decided to gradually increase the share of certified sustainable cotton.

In the reporting year, organic cotton accounted for 51 percent.

Sustainable cellulosic fibres

Viscose is another important material for GERRY WEBER. It is a soft, breathable material with a silky look. It is made from a wood-based cellulosic fibre, treated with chemicals, filtered and spun into threads. Production involves high energy and water consumption as well as chemical processes that have a negative impact on people and the environment.

We have therefore decided to gradually replace the proportion of conventional viscose with more sustainable alternatives, which are described below.

40

In the year under review, more than 40 percent of the collection was already made up of sustainable models.



TENCEL™ Lyocell

Lyocell is produced by Lenzing AG, Austria, under the brand name TENCEL™ Lyocell and is a particularly sustainable cellulosic fibre obtained from eucalyptus wood.

TENCEL™ Lyocell is environmentally friendly as it is compostable and biodegradable. Moreover, eucalyptus is a raw material that requires no artificial irrigation, as the process water is recycled. Likewise, the solvent is recycled.

TENCEL™ Modal

TENCEL™ Modal fibres are obtained from naturally growing beech wood from European forests. Lenzing AG's Eco Soft technology, a chlorine-free bleaching process, makes the resulting fabric particularly long-lasting soft, breathable and pleasant on the skin.

TENCEL™ Modal is environmentally friendly as it is compostable and biodegradable. It is produced in an environmentally friendly FSC®-certified manufacturing process.

Lenzing ECOVERO™ viscose

ECOVERO™ viscose, which is also produced by Austrian company Lenzing AG, is considered the most ecological and cleanest viscose that can be produced. While the ecological production process makes the innovative fibre from wood and pulp particularly attractive, it is also characterised by a pleasant feel, as the material is soft, breathable and friendly to the skin.

ECOVERO™ viscose is environmentally friendly as it comes from FSC® and PEFC™-certified, controlled and sustainable wood and pulp sources. The production process requires far less water and fossil energy. The chemicals used and the water are recycled. This reduces emissions and water pollution by 50 percent.

39

percent was the share of sustainable viscose in the year under review.

The share of sustainable viscose fibres was 39 percent in the reporting year. This means that the 30 percent target set for 2023 was reached earlier than planned and exceeded by a wide margin.

Recycled polyester

Recycling plastics such as polyester into usable materials is becoming increasingly important for people and the environment. PET from plastic bottles, for instance, is therefore used for the production of recycled polyester. For this

purpose, the PET is first cleaned, shredded and then converted into a polyester fibre.

The advantages of recycled polyester:

- Reduced consumption of raw materials
- Less waste
- Durable, elastic and resistant

Due to the environmental impact of polyester, we have decided to gradually reduce the share of recycled synthetic fibres by 2025.

In 2022, its share was 18 percent, which means that we already exceeded the 10 percent target set for that year.

18

percent was the share of recycled synthetic fibers in the year under review.

**Animal welfare**

Animal welfare and species protection are of great importance to GERRY WEBER. We refrain from using angora wool, as species-appropriate husbandry cannot be guaranteed in fur production. Nor do we use feathers and down from live plucking or foie gras production. We oblige our suppliers to comply with all national and international regulations on animal welfare.

GERRY WEBER International AG prohibits any mulesing of sheep. This is a painful surgical procedure performed without anaesthetic, in which wool-bearing skin from around the breech of a sheep is removed to prevent a parasitic flystrike infection.

To better address animal welfare, we decided to gradually increase the share of certified or recycled wool to 30 percent by 2025. We have also set ourselves the goal of increasing the share of certified or recycled cashmere to 100 percent by 2025. This way, we want to make sure that the raw materials used for our products are obtained under species-appropriate conditions.

We exclusively use leather and skins from farm animals. The GERRY WEBER Group does not use real fur and joined the international Fur Free Retailer programme in 2015.

More sustainable packaging

Packaging is used at various stages of the value chain to protect our merchandise against external influences. From a sustainability point of view, however, packagings pose a particular challenge for us as a fashion company and for the fashion industry as a whole. Large quantities of resources are used to produce packaging. As it is often used only once or for a short time, the waste is a burden on the environment. We therefore try to reduce the packaging units wherever it is possible for us, thus producing less waste. As a first step towards more sustainable packaging, we only use polybags made from recycled polyester.

As these bags are much thinner, we were able to save 200,000 kilograms of plastic in the reporting year.

But we know that this is not enough and are therefore working on an integrated packaging strategy covering our entire supply chain, from our manufacturing partners to our customers.

200,000 KG

of plastic were saved in the year under review.

Innovations – AI as a driver of sustainability

Process optimisation and resource savings are the key to an innovative solution that will be introduced and implemented through a 3D development project led by Elena Weege, Director Digital Fashion Technologies.

Working with Yoona.ai, which has developed a software solution to digitalise and automate design processes in the fashion industry, we aim to save up to 80 percent of time in the design and collection development phase, reducing costs and resources in the process.

We are currently in the implementation phase, and training will be completed shortly. As a first step, the aim is to reduce prototype development cycle times, thereby saving time, reducing material use and lowering carbon emissions. During the implementation phase, many colleagues need to be trained and familiarised with the use of digital styles.

3D project goal, years 1 and 2

Fast communication

Digital communication directly with the manufacturer and internally

Reduce product development time

Faster decision-making for pattern adjustments, assessments of fabric, print and style options

Build up the 3D product development team & 3D processes

Digitalise and present individual looks / increase competitiveness

3D project goal, years 3 and 4

Digital showroom

A 3D showroom for the collections

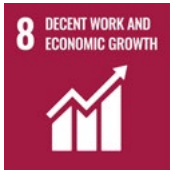
Digital fitting and control of the fit

Faster decision-making and saving of specimens

Increase cost reduction

Further cost reductions through more purely digital processes and resource savings

Partners



The trusting and value-based co-operation with employees, business partners, shareholders and the public

forms the basis for our work at GERRY WEBER. Justifying and increasing this trust is one of the tasks of each individual employee.

At GERRY WEBER, we assume responsibility for both our own employees and the employees of our suppliers.

We support the latter with the aim of ensuring compliance with human rights, social standards and labour rights as well as the payment of fair wages. We condemn and prohibit child, forced and compulsory labour and will not tolerate such exploitative and inhumane practices under any circumstances.

GERRY WEBER is aware of the environmental impact of its business model. We have therefore set ourselves the goal to reduce our ecological footprint in our manufacturing countries. The use of chemicals has been identified as a material field of action. This is explained in more detail in the "Responsibility in the supply chain" chapter.

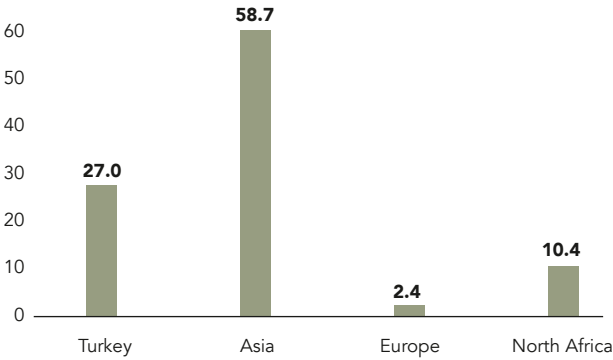
We thus make a contribution to SDGs 8 and 12.

Management approach

GERRY WEBER International AG is a globally operating company. Our products are mainly manufactured in Asia and Turkey under full package service (FPS) arrangements.

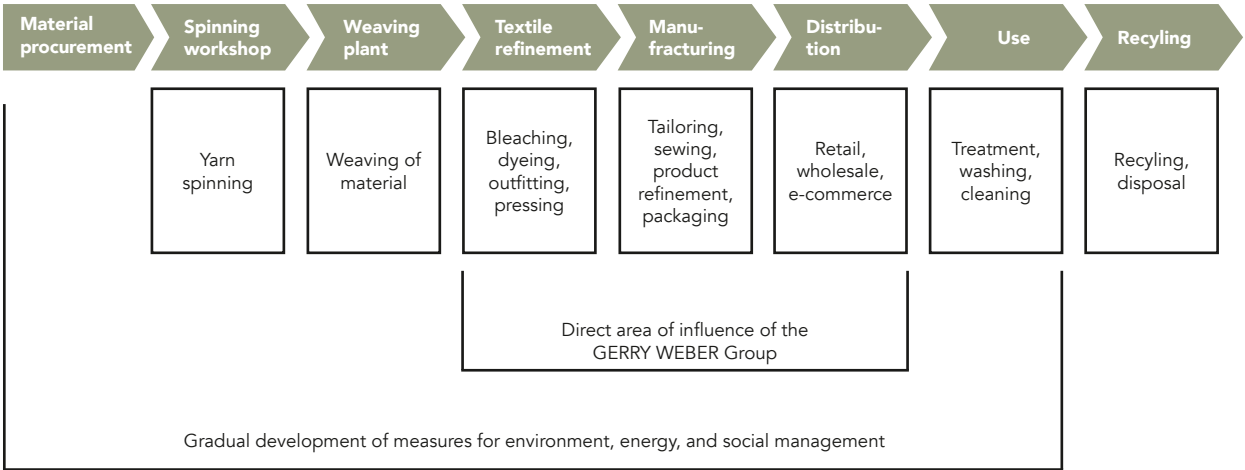
As a responsible company, the GERRY WEBER Group is committed to fair and safe working conditions in the factories that work for us in the global supply chain. We regard this as a fundamental element for upholding human rights. Our actions are based on a human rights risk analysis, the amfori BSCI Code of Conduct and the Social Compliance Agreement, which builds on the latter. These must be signed by each manufacturer prior to the start of any business relationship. They ensure healthy and safe working conditions as well as environmentally sound processes in the production plants. If the Code of Conduct and the Social Compliance Agreement are not signed, no business relationship will be established.

Procurement volume per country/region (in %)



The Purchase and Corporate Social Responsibility Officers of GERRY WEBER International AG are responsible for the execution, realisation and implementation of our measures.

Our textile supply chain





Human rights risk analysis

Another fundamental instrument of action is a human rights risk analysis, which we use to identify, minimise or prevent risks in our supplier companies. The risk analysis is carried out as required and at least prior to the start of any new business relationship. Based on the results of the risk analysis, we develop measures to minimise and prevent the risks or to remedy their consequences. We analysed the following human rights risks:

- Child labour
- Forced labour
- Occupational safety
- Discrimination
- Unfair/poor remuneration
- Overtime (unpaid, too frequent, involuntary)
- Insufficient health protection
- No right to freedom of association and collective bargaining (trade unions)
- No environmental protection
- Precarious employment

We have defined four criteria to weight the human rights risks and impacts of our business activity for each manufacturing country:

1. Probability of occurrence
2. Scope
3. Impact
4. Remedy

We use the continuously updated country profiles, the due diligence tool of the amfori BSCI and the publicly accessible CSR Risk Checker of MVO Nederland as the basis for our assessment. MVO Nederland is a movement of Dutch entrepreneurs for sustainable business and a strategic partner of the Alliance for Sustainable Textiles. From these sources, we create an overall assessment of the probability of occurrence of each risk.

The scope is determined by the total number of all employees in the sewing factories that work for us in the respective procurement country who could be affected by this risk.

For the “Impact” criterion, we analyse what players are responsible for the risk occurring. We assess whether we have a direct or indirect influence on the risk. We are able to take preventive measures only if our company has a direct influence.

In order to be able to assess and evaluate current, extraordinary or temporary developments in each supplier country, we have included further factors for a country-specific risk assessment in addition to the four criteria mentioned. These further criteria include aspects such as frequent strikes, political instability or severe weather disasters.

Building on this risk analysis, it is possible for us to initiate measures, and we have set up an audit management system for this purpose. Possible measures include, for instance, targeted training, on-site visits to suppliers by employees or the initiation of an immediate audit. This is explained in greater detail in the “Regular audits” chapter.

Social responsibility in the supply chain

Suppliers undergo a strict selection and screening process; they must sign the Code of Conduct and the Social Compliance Agreement.

Supplier management

Responsible supplier management requires the careful selection of partners. The following aspects are therefore integral elements of our strict selection and onboarding process: delivery reliability, compliance with high quality and processing standards as well as with legal requirements, competitive prices and compliance with social standards. Every new supplier must present an amfori BSCI or comparable audit before starting production for the GERRY WEBER Group. If no social audit exists prior to the start of cooperation, this must be carried out by an independent audit firm accredited by amfori BSCI. If the audit results are not acceptable, no cooperation will take place. Child and forced labour are considered zero-tolerance criteria. If child labour is deliberately or intentionally used by one of our suppliers, the business relationship will be terminated as a last resort. At the same time, we will initiate reparation measures with the help of NGOs or initiatives where this is possible.

The business relationship will equally be terminated if the deficiencies identified in an audit are not remedied within the agreed deadline.

Before the finished garment is obtained, the products of GERRY WEBER International AG pass through various stages of production, which is why our suppliers work with different subcontractors.

It is very important for us to exactly know our suppliers and their subcontractors, as this is the only way for us to best maintain full control and transparency over our supply chain. The provision of complete information on subcontractors is therefore obligatory for us. The verification of subcontractors is controlled within the framework of the amfori BSCI audit. GERRY WEBER employees randomly check this on site.

We regard the intensive support and cooperation with our suppliers by our specially trained employees as a continuous development process.

Transparency in the supply chain

In order to fully meet our responsibilities, we aim to achieve transparency at all stages of the production of our products. This is the only way for us to ensure that our suppliers' subcontractors also comply with our values and guidelines.

We have set ourselves the goal of obtaining 100 percent coverage of our entire supply chain by 2025. In 2022, we already covered 35 percent of the entire supply chain, i.e. we identified the upstream suppliers at level 2 as well as the wet operations upstream of the suppliers.

To ensure compliance with human rights and social standards also by the subcontractors of the direct suppliers of finished goods, the suppliers are required to develop an appropriate monitoring system or amfori BSCI audit system by 2024.

In 2022, we decided to use a software solution to better trace the CSR-related data of our suppliers. It is designed to simplify and anonymise the data exchange between the suppliers, their sub-suppliers and our company. We are currently working with our software provider to connect our suppliers to the platform and test the data exchange. We aim to connect 100 percent of the suppliers in the current fiscal year and to capture 100 percent of the data. This will allow us to launch more targeted actions.

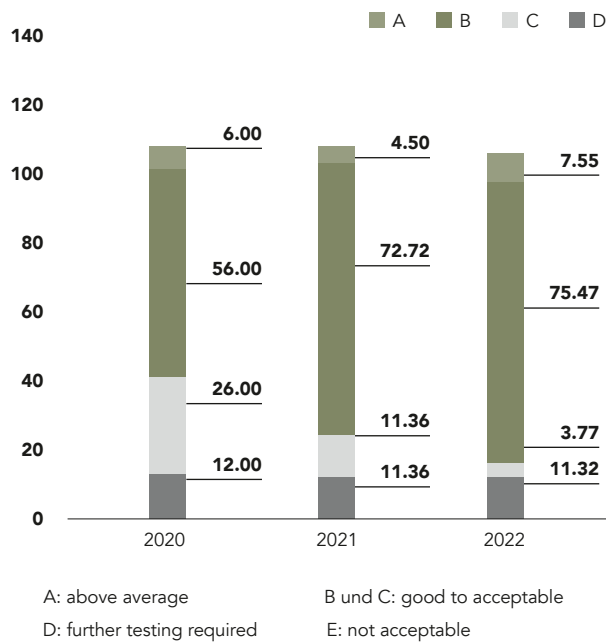
Regular audits

In the context of the ongoing cooperation with a supplier, the latter must have their operations audited at defined intervals. The repetition of the audit depends on the rating received in the last audit. If the audit result is A, far above average, or B, the producer fully complies with our social standards. Ratings of C to E show that certain processes, measures or areas of the manufacturer have deficiencies. These must be improved or eliminated within a reasonable period of time. The improvement must be proven in a follow-up audit within a period of up to one year.

We are aware that audits merely show the status quo. The audit alone is not helpful for supplier development. We therefore focus more on the continuation of the improvement process.

The results of our audits for the fiscal year 2022:

Audit results (in %)



Due to continued restrictions on travel and the non-availability of auditors, some audits/training and visits could not be made as planned.

The deviations frequently identified in the audits mainly relate to the social management system, occupational safety and reasonable working hours.

GERRY WEBER is aware of the impact of its international business activities. We have set ourselves the goal of expanding the measures taken to ensure responsible action along the value chain.

We have obliged our finished goods suppliers who have a direct business relationship with GERRY WEBER to carry out an amfori BSCI audit. This is to achieve a certain comparability of suppliers with regard to their compliance with social standards. In addition, we want to underline our membership of amfori BSCI as an important instrument to anchor the social standards.

The monitoring of the business partners will be continued on an ongoing basis.

Another goal is to improve the social standards of our suppliers. To this end, we are working with our suppliers on the deficiencies identified in the audit report and will jointly initiate improvement measures. The training of our suppliers and their responsible staff is an important instrument for achieving improvements. Suppliers can attend (online) training courses via the amfori BSCI Academy, where they are trained on individual aspects. Some of the training courses in which our suppliers took part in the reporting year are listed below:

- Responsible Recruitment Workshop
- Building Safety and Fire Safety
- Fair Remuneration and Decent Working Hours

Finished goods suppliers who have a direct business relationship with GERRY WEBER should achieve a 100 percent satisfactory result in the amfori BSCI audits by 2022. Due to the restrictions imposed in response to the Covid-19 crisis, however, we were unable to carry out the audits, improvement measures and trainings as planned. 95 percent of our finished goods suppliers achieved a 100 percent satisfactory audit result in the reporting year. We want to reach the 100 percent target next year.

Grievance mechanism

GERRY WEBER International AG has joined forces with various stakeholders at various levels to bring about sustainable change throughout the fashion industry.

We participate in various controlling committees of amfori BSCI and the Textiles Partnership and are driving change in collaboration with other stakeholders. This way, the various stakeholders and players can contribute their respective experience and expertise to the projects and joint initiatives. An efficient risk analysis of the supply chain includes an effective grievance mechanism for the employees of our partners. As we are convinced that joint complaints procedures and grievance mechanisms have a larger reach and achieve better solutions, we have been advocating for the installation of a joint complaints procedure in the various initiatives. A crucial point in this context is that, according to the recommendation of the Federal Office for Economic Affairs and Export Control (BAFA), the complaints procedure should be the responsibility of an impartial person not bound by instructions.

In the reporting year, amfori BSCI launched a grievance mechanism in the form of its “Speak For Change” programme as a pilot project in Vietnam. This programme is being implemented and further developed together with the Fair Wear Foundation and the Textiles Partnership. Starting April 2023, the programme is to be rolled out in Bangladesh, Turkey and India. Training for the amfori members is underway; supplier training will follow. For more information, visit: [Amfori – Trade with Purpose](#)

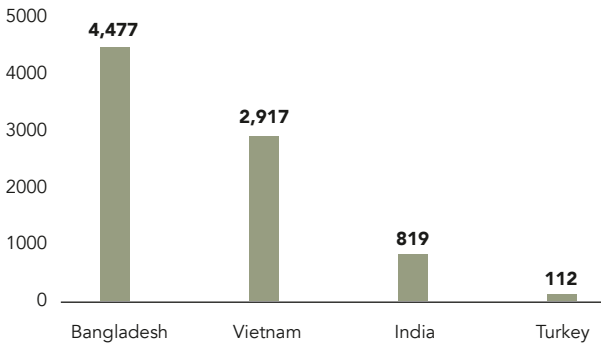
In the course of the financial year, we will publish information on the grievance mechanism on our website.

In the reporting year, we also participated in an employee survey as part of our membership of the Textiles Partnership.

In cooperation with Ulula, a partner in the Textiles Partnership, an employee survey was conducted in the factories of the Partnership members with the aim of identifying the challenges faced by the suppliers’ workers.

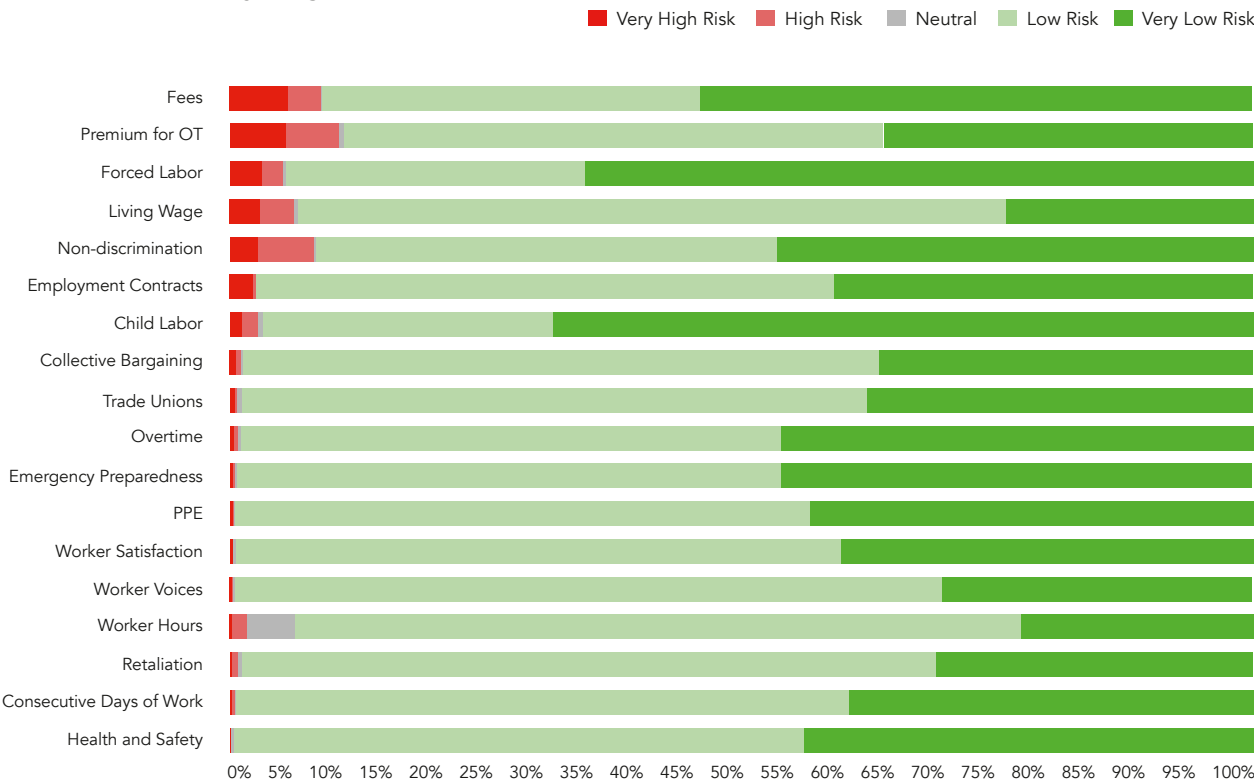
The response rate of the workers per participating country is shown below:

Countries: Worker Survey



The main challenges faced by the workers relate to payment, the premium paid for overtime as well as a number of other issues. The result for Bangladesh is shown below as an example:

Worker Voice Survey Bangladesh



Living Wage

GERRY WEBER owes its success not only to the employees at its own sites but also to the employees of its suppliers. Our products are often manufactured in countries where a living wage is not always paid. A living wage includes certain percentages for food, medicines, savings, education and other aspects for the persons living in a household. The challenge is that there is no uniform definition of the living wage and wages may also vary within a country depending on the region. Determining a living wage is thus very complex. We want to rise to this challenge. Our first goal therefore is to develop a roadmap to be able to make a contribution to this issue.

As a first step, we collected employee data from our suppliers to determine the staff structure:

Employee structure at GERRY WEBER suppliers

Gender	Female	Male
Worker Type	Number of Workers	Number of Workers
Total Workforce	15,581	14,562
Directly Hired	15,422	14,405
Total Workers Day of Audit	14,919	13,291
Permanent Workers	14,625	14,185
Domestic Migrant Workers	3,746	4,588
Unionised Workers	1,767	644
Probation Workers	1,735	1,397
Under CBA Workers	1,185	233
Management	570	1,097
Temporary Workers	287	80
Nightshift Workers	130	1,241
Pregnant Workers	130	
Indirectly Hired	107	109
Parental Leave Workers	95	2
Disability Workers	58	73
Apprentices	20	3
Foreign Migrant Workers	4	21
Seasonal Workers	0	0



The next step was to find out the pay received by our suppliers' workers and to compare the wages with the living wage in the region. We found that none of our suppliers' workers receive wages below the local statutory minimum wage.

We also found, however, that we need to push ahead with this issue together with our suppliers. Based on the results of the data survey, we will initiate additional measures in the current fiscal year to aim for better pay for the workers along the supply chain.

Environmental responsibility in the supply chain

GERRY WEBER International AG has committed itself to offering only products that are non-hazardous to health. GERRY WEBER has therefore been operating a comprehensive quality management system for years, according to which the raw material suppliers are selected. Some of the requirements go far beyond the legal requirements or the requirements of the Oeko-Tex Standard 100. This list of requirements is summarised in the "Special Terms and Conditions" and must be signed and complied with by each supplier. These include the obligation to comply with the European Chemicals Regulation REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), which lists chemicals that may be present in our end products only to a limited extent or not at all. In addition to the REACH requirements, the following regulations form the basis of our requirements for our raw material suppliers: Section 30 of the German Food and Feed Code (LFBG) and the related laws and regulations:

- German Chemicals Prohibition Ordinance
- Flammability Ordinance of Switzerland and the Netherlands
- European Directive 76/769/EEC and its corresponding amendments and additions
- REACH Annex XIV (Candidate List) in accordance with article 57 REACH (European Directive 1907/2006)
- German Packaging Ordinance

No complaints on REACH-listed substances were made in the reporting year.

The accredited test lab contract partners test all items, both from Europe and Asia, according to a specified test plan for carcinogenic, teratogenic and mutagenic substances, as well as for possibly allergenic dyes. Only non-harmful raw materials are approved for production. The finished garment is additionally randomly tested for the possible risk parameters in a full garment test.

We did not find any substances that would have to be reported under the REACH regulation in 2022.

Further tests for dimethylformamides in artificial leather, formaldehyde, extractable heavy metals and nickel raised no objection. Complete decomposition for cadmium and lead resulted in one positive finding; the material was replaced. We have not only our garments tested, but also the handbags and shoes produced under license. For these products, we have also developed a comprehensive set of proprietary tests with our partner laboratory.

The requirements for the Special Terms and Conditions are reviewed on an ongoing basis and complemented and expanded in consultation with the German Fashion Association and the laboratories' chemists. Our suppliers will be informed of the latest requirements in 2023.

In 2021, we decided to further expand our already good commitment in this area. GERRY WEBER International AG has introduced a further catalogue of criteria for all suppliers with wet operations with a view to limiting or even completely prohibiting the use of chemicals during the manufacturing phase of a garment. This is to ensure that human and ecotoxicological exposure to chemicals is reduced. This catalogue of requirements, the "Material Restricted Substances List" is drawn up according to the specifications of the "Zero Discharge of Hazardous Chemicals" (ZDHC) initiative. All suppliers with wet operations should aim for compliance in 2022.

In the reporting year, this was achieved by 100 percent of our direct suppliers and 95 percent of our designated fabric suppliers.

In the long term, we plan to continually increase the proportion of suppliers with environmental certifications to expand and support our supply chain risk management.

Global Organic Textile Standard (GOTS)

In 2022, we were again certified to the Global Organic Textile Standard (GOTS). This allows us to continue offering our customers cotton products from controlled organic cultivation.

GOTS is a leading global standard for the processing of textiles made from organically produced natural fibres. It covers the entire textile production chain with regard to environmental criteria and additionally requires compliance with social standards. All businesses involved in the manufacturing process are controlled and certified annually. To protect the farmers and the environment, the use of harmful pesticides is strictly forbidden in the farming of organic cotton. Genetically modified seeds are also banned. The use of chemicals along the entire production chain is subject to strict requirements.

All wastewater must be treated in order to protect workers, the environment and water resources. Only textiles that are manufactured from at least 70 or 95 percent controlled biological raw fibres (cotton in our case) are eligible for GOTS certification. For its organic cotton collections, GERRY WEBER International AG uses both label level 1, with at least 95 percent cotton from controlled organic farming, and label level 2 for products with an organically controlled cotton content of 75 percent to 94 percent.

Organic Content Standard (OCS)

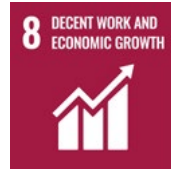
Since 2022, we have been using the Organic Content Standard (OCS) for certified organic cotton in addition to the GOTS standard.

OCS is a voluntary global standard that allows chain of custody verification of materials that come from a farm certified to national organic standards. The standard is used to verify organically cultivated fibres from the farm to the final product.

The individual sites are certified by independent external certification bodies in annual audits. The material is traced from the farm to the final product in accordance with the specific requirements of Textile Exchange.

The aim of the Textile Exchange certifications is to drive sustainability in the textile industry and to promote the use of recycled, organic and/or preferred materials in products in order to reduce/eliminate the damage caused by production.

Employees



The creativity, expertise and commitment of its employees are the key success factors for GERRY WEBER International AG. It is only thanks to their dedication and their personal motivation, their enthusiasm for fashion and

trends and their courage to try out new ideas that we can produce our modern collections.

Our employees thus constitute the central point of our company, and we are entirely committed to their well-being. We promote a corporate culture of mutual appreciation and respect. GERRY WEBER International AG operates in an international competitive environment. The demands made on the company are increasing constantly. In addition, the company is facing social changes and challenges such as demographic change and the Covid-19 pandemic. To be successful in the long term, it is important to attract and retain the talents of tomorrow. That is why we have developed an employer branding programme called "JOIN & STAY".

We are committed to upholding and respecting human rights and the values laid down in our Code of Conduct at all our locations.

With the above, we contribute to SDG 8.



Management approach

The fashion industry is subject to social and technological change. As a company, this presents us with challenges to which we must respond.

At GERRY WEBER International AG, we actively embrace this challenge with our employer branding programme "JOIN&STAY". Our "People Values" are the key aspect of this programme.



Our People Values:

Team spirit: builds on our know-how and forms the basis of our success at GERRY WEBER, and we stick together especially in difficult situations.

Appreciation: is shown to everyone, and we respect each other's performance.

Mindfulness: lays the basis for creative solutions, and we learn from our mistakes.

The aim of this programme is to make us a leading employer in the fashion industry. At the same time, we want to empower our employees to proactively shape change.

Working at GERRY WEBER International is characterised by trusting and open dealings with each other at all levels of the organisation, transparent communication and an appreciative corporate culture. Manager training was further developed and rolled out in the reporting year.

The aim of being perceived as an attractive employer in the fashion industry is a high priority for us, not only when competing for new talent but also when retaining qualified staff in the company. The cornerstones of the "Join & Stay" programme therefore include a work-life balance concept, an informal and casual working atmosphere, opportunities for promotion and further training, project responsibility and career opportunities as well as the promotion of women in leadership positions. Measures have been identified for all points and have already been implemented in full. Every year, the programme is checked for up-to-dateness and adapted as required. For this purpose, we regularly conduct employee surveys and participate in employer rankings and assessments.



Our measures aimed at increasing our attractiveness as an employer are evaluated annually, e.g. in a global employee survey, which is conducted in cooperation with Great Place To Work®. The results help us identify the needs of our employees well as their rate of satisfaction. What our employees rated particularly positively in 2022 were the value-oriented leadership culture, the team spirit, the transparency and the fairness regardless of sexual orientation and ethnicity. Overall employee satisfaction in the reporting year was 77 percent. Going forward, we want to at least maintain this very good result. The employee survey is accompanied by further assessment processes for human resources management as well as occupational health and safety management.

Another instrument used to measure our efforts with regard to "new work" or human resources management is Textilwirtschaft's annual "Working in Fashion" ranking, where we were able to improve our position as an attractive fashion industry employer in the reporting year.



The Human Resources Department, based in Halle/Westphalia, is responsible for the continuous review and ongoing development of Group-wide human resources management. It cooperates closely with the heads of other central units as well as with the executives of the Group companies. The Human Resources Department is led by the Human Resources Director, who reports directly to the Managing Board.

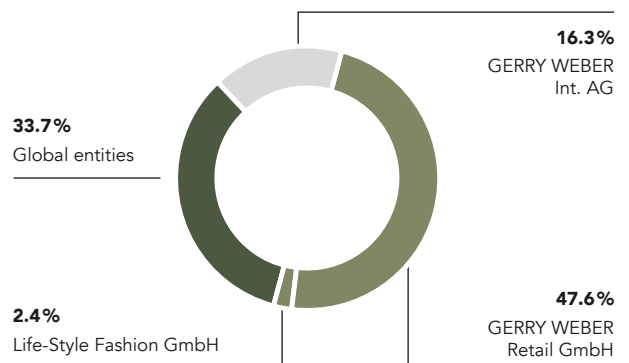
The fundamental principles of our human resources management are based on our various internal guidelines. Our Code of Conduct (CoC) sets out the cornerstones for trusting cooperation within the company and in dealings with the company's customers and suppliers. Our expectations regarding the cooperation with suppliers have been summarised in our Social Compliance Agreement.

In this way, we want to provide clarity on the binding rules of the company with regard to ethical and legal issues.

Our employee structure

In the reporting year, the employee structure of GERRY WEBER was as follows:

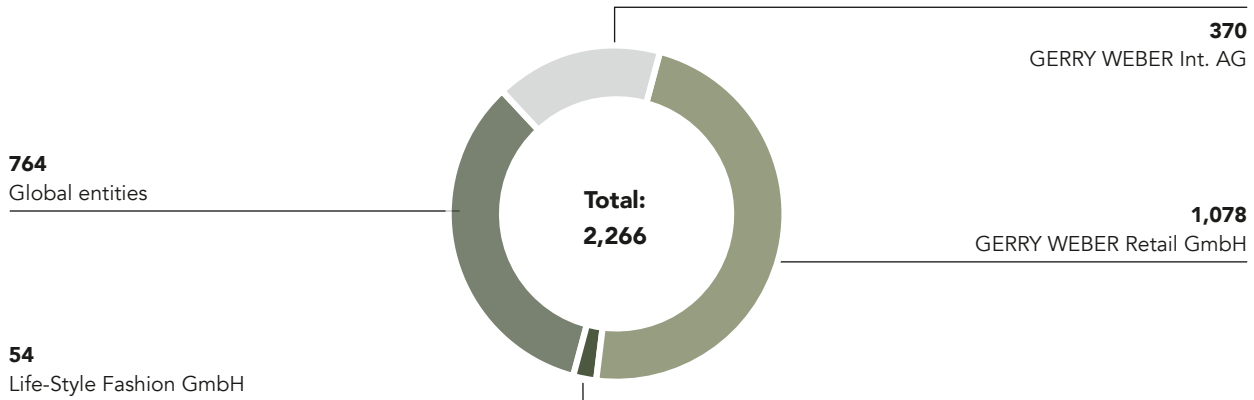
Employee structure



As of 31 Dec. 2022

	Total employees	Women	Men	Total employees in %	Men in %	Women in %
GERRY WEBER International AG	370	116	254	16.3	5.1	11.2
GERRY WEBER Retail GmbH	1,078	22	1,056	47.6	1.0	46.6
Life-Style Fashion GmbH	54	8	46	2.4	0.4	2.0
Global entities	764	48	716	33.7	2.1	31.6
Total	2,266	194	2,072		8.6	91.4

Contracts permanent and temporary



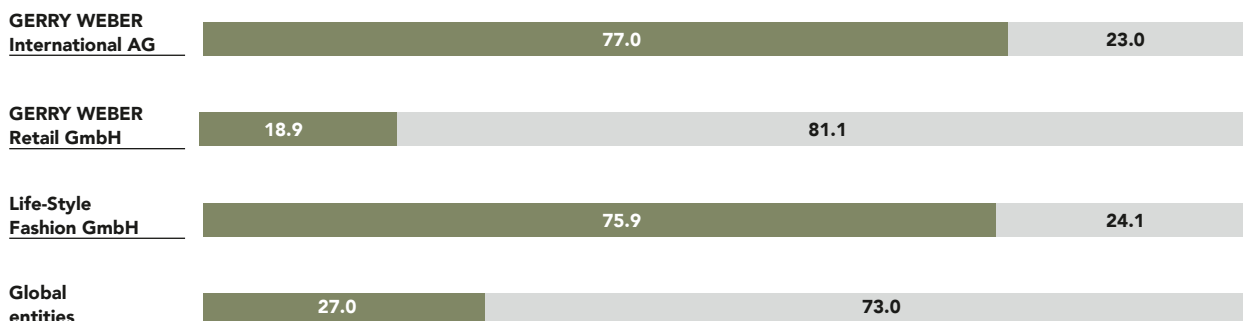
Contracts permanent and temporary

As of 31 Dec. 2022

	Total employees	permanent			temporary		
		total in %	Men	Women	total in %	Men	Women
GERRY WEBER International AG	370	87.6	102	222	12.4	14	32
GERRY WEBER Retail GmbH	1,078	96.5	21	1,019	3.5	1	37
Life-Style Fashion GmbH	54	98.1	8	45	1.9	0	1
Global entities	764	26.3	9	192	73.7	39	524
Total	2,266		140	1,478		54	594

Total number of employees by employment relationship as of 31 Dec. 2022

■ full-time ■ part-time



Position and age in %

	As of 31 Dec. 2022		
	< 30	30–50	above 50
Executive employees	0.0	52.9	47.1
Employed staff	7.6	31.6	60.8
Industrial workers	9.1	15.9	75.0
Trainees	100.0	0.0	0.0
Temporary Employees	49.4	20.0	30.6

Position and gender in %

	As of 31 Dec. 2022	
	Men	Women
Executive employees	58.8	41.2
Employed staff	10.1	89.9
Industrial workers	4.3	95.7
Trainees	14.8	85.2
Temporary Employees	15.3	84.7

Turnover rate

	Calendar year 2022	
	Number	%
Departures from the company		
Due to employee	27	12.8
Due to employer	41	19.4
Retirement	86	40.8
Emigration	0	0.0
Death	0	0.0
End of temporary contract	54	25.6
Termination by mutual consent	3	1.4
Total	211	100
Length of employment (in years)	10	

Diversity at GERRY WEBER

Diversity is an integral element of GERRY WEBER's corporate culture. We are convinced that our heterogeneous employee structure is an important success factor. The different perspectives, cultures and ways of thinking enable us to offer innovative products for increasingly diverse markets and customers.

We protect a working environment that is non-discriminatory and offers equal opportunities. According to our Code of Conduct, it is only the performance and skills of our employees that count.

We offer numerous training options to strengthen the understanding and appreciation of diversity, thus promoting an inclusive corporate culture.

Work-life balance

We measure performance on the basis of results and not on the basis of presence. Therefore, we have promoted flexible working hour schemes since 2011. Building on a culture of trust, we feel it is only natural to offer our employees options such as part-time work, flexible working hours, new workplace schemes and mobile working.

We have already introduced a comprehensive and innovative mobile working policy that offers employees maximum flexibility, individual compatibility and a good work-life balance. Our employees can work from wherever it is suitable. In this way, we express our trust in our employees and give them the personal responsibility to choose their working time and place with maximum flexibility.



We continued to develop our working time models in the reporting year and started to implement the new "ZEITHOCH3" (TIME³) concept on 1 January 2023.

One element of the new concept is the possibility to choose a 5-day or a 4-day week with unchanged weekly working hours. Employees can choose their preferred weekly working hour model in consultation with their superior.

In addition, we are introducing the possibility to reduce the total working hours by between 10 percent and 25 percent, with a commensurate reduction in total salary. This can be agreed by our employees in individual contracts.

The third element of the new “ZEITHOCH3” concept is the possibility for employees to take time off in the form of unpaid leave with a corresponding reduction in their salary. The maximum time off is four weeks in two years, which may be combined with up to two weeks of paid leave.

We thus give our employees more options for a better work-life balance. The new concept is designed to help maintain employee satisfaction at a high level and to establish our company as an attractive employer in the fashion industry.

Our leaders are encouraged to exemplify and actively support the possibilities of flexible working.

The reconciliation of work and family life is an important aspect of GERRY WEBER's human resources policy. To offer our employees with children an ideal working environment, we have entered into a cooperation agreement with the KIDS WORLD day nursery, which is located close to the company headquarters. Offering 45 hours of childcare per week and opening hours until 5 pm on weekdays, the day nursery makes it easier for parents to return to work. Also, the close proximity to GERRY WEBER allows parents to be with their children quickly at any time in an emergency.

Occupational safety and health protection

Maintaining and protecting the health of our employees is a key priority for us.

GERRY WEBER International AG has developed a special back exercise programme, SALUTO, to promote the health of its employees. Employees have the opportunity to do exercises at a reduced price once per week in order to stabilise their back muscles.

In order to maintain the health of our employees, we also promote a healthy diet. We have therefore opened a company restaurant at our headquarters, where fresh and healthy food is prepared every day.

If prescribed by a doctor, employees are provided with appropriate aids, such as height-adjustable desks, standing aids, hearing protection, etc. In addition, the costs of VDU glasses are covered. An in-house medical service is provided at the company headquarters in Halle and at all stores.

Education and training

The GERRY WEBER Group offers young, ambitious people the opportunity of intensively supervised and varied vocational training. Every year, we offer demand-driven apprenticeships for industrial management assistants, system integration IT specialists, retail assistants, e-commerce management assistants as well as textile and fashion tailors.

As of 31 December 2022, we had 29 apprentices. It is our declared goal to train the apprentices for our own needs and to take them on after successful completion of their training.

GERRY WEBER also offers students the opportunity to enter professional life with a dual study programme at the FHDW University of Applied Sciences. Two students are studying business informatics at FHDW in cooperation with GERRY WEBER.

We are also cooperating closely with the Digital Business University in Berlin, which offers several extra-occupational Bachelor's degree programmes:

- Digital Business Management
- Data Science Business Analytics
- Digital Marketing
- Communication Management

During the reporting period, two employees took advantage of the extra-occupational Digital Business Management degree programme.

Employees' potential for development is assessed in annual, future-oriented interviews with the direct superior, and suitable measures are determined. Since August 2022, we have been using the Performance & Development Dialogue, which supports an open and trusting exchange and helps to identify suitable measures for human resources development. These may be individual or collective measures.

Further training activities are supported and agreed with the specialist department as required. The objective is to promote both the personal and the professional development of our employees and to train skilled labour with a view to retaining them in the company. As a result, GERRY WEBER benefits from increased knowledge and expertise as well as from specifically trained employees to effectively counteract the shortage of skilled labour. In 2022, our training activities primarily focused on the retail segment, e.g. with training courses for store managers. A total of 171 to 190 employees were trained on various topics.

In the reporting period, our employees took advantage of various training and promotional measures, e.g.:

- Extra-occupational digital Bachelor's degree programme at the Digital Business University;
- Extra-occupational studies at Fachhochschule des Mittelstands (FHM) in Bielefeld. FHM students who have previously completed vocational training may reduce the duration of their study programme by 12 months. To meet the demand in the region, FHM will offer the extra-occupational Fashion Management degree programme starting October 2023.
- IHK scholarships for trainees/apprentices with very good exam results. This has been used by former trainees/apprentices for further training, e.g. as a pattern cutter, make-up artist or fashion manager.
- EU-sponsored stays abroad.

We are particularly pleased that in the reporting year one of our apprentices was again recognised as one of the best in the region for her outstanding performance.

Environment



GERRY WEBER is aware of its responsibility for climate action and environmental protection. Reducing the environmental impact at our own sites and along the entire value chain is therefore an important element of our work.

We want to protect nature, the environment and the planet. This is why our strategic goals for the environment were updated in 2021. We thus want to place a stronger focus on this topic and intensify our activities in this area. We are determined to reduce our energy consumption and our carbon emissions and to switch to clean energy.

By working towards environmental and climate protection, we contribute to SDG 13.

Management approach

It is our stated goal to reduce the environmental impact of our activities to a minimum. We have therefore taken measures to ensure resource-efficient production and to reduce our carbon footprint. A strong focus is being placed on reducing the environmental impact at our own sites and in the supply chain. At the same time, we are working on implementing the principle of the circular economy in various areas. We also operate a comprehensive environmental and energy management system. By pursuing the management approach of the PDCA cycle (Plan-Do-Check-Act) contained therein, we want to improve on an ongoing basis and reach our long-term goals. This allows us to prevent any environmental violations and to eliminate them before they occur. As a result, no fines for environmental violations were imposed in the reporting year.

In the current fiscal year, we want to extend our environmental action to the supply chain and therefore decided to join amfori BEPI, which assists business in managing and reducing their environmental impact along the supply chain. In doing so, amfori BEPI focuses on the following eight environmental performance areas:

1. Environmental Management System
2. Energy and Climate
3. Water & Effluents
4. Emissions to Air
5. Waste
6. Chemicals
7. Biodiversity
8. Nuisances

This is intended to help us collect and evaluate the carbon emissions data of our suppliers.

EU taxonomy

According to the EU Commission Regulation, companies are obliged to disclose taxonomy KPIs starting 2021. These KPIs are intended to help identify sustainable business activities and to channel investments into such activities.

Economic activities are classified in terms of their contribution to the following six environmental objectives:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

According to the EU Taxonomy Regulation, we are obliged to report on the climate-related objectives. At the time of preparing this report, the EU Commission had not yet reached a final decision on the other four environmental objectives. Reporting in the reporting year is based on the disclosure of the proportion of taxonomy-eligible and non-taxonomy-compliant activities in relation to turnover, capital expenditure (CapEx) and operating expenditure (OpEx) as well as selected qualitative disclosures related to these.

As no specific taxonomy criteria are currently available for companies in the apparel sector and their primary economic activities, the economic activities of GERRY WEBER International AG are largely classified as non-taxonomy-eligible or non-taxonomy-compliant.

However, in connection with the applicable provisions for the two climate change objectives, there are cross-sectional activities which, although not sales-generating for GERRY WEBER, are fundamentally relevant. The activity overview listed in the annexes to the Delegated Act on the two climate change objectives served as the basis for determining the taxonomy-relevant economic activities.

There were no capital expenditures to be classified as taxonomy-compliant or taxonomy-eligible in the reporting year.

Taxonomy-compliant and taxonomy-eligible operating expenditures essentially comprise direct costs relating to the conversion to and use of e-mobility and leasing and the conversion to using electricity from renewable energy sources. As the latter were negligible in the fiscal year 2022, no KPIs were prepared for reasons of materiality.

Environmentally friendly dyeing methods

We already use water-saving and resource-efficient dyeing methods to meet our responsibility towards the environment.

Dry Indigo®

The innovative Dry Indigo® process facilitates the resource-efficient production of denim. In contrast to the conventional dyeing process, the yarn is dyed using a waterless foam technique. This means that no water is needed for dyeing and therefore no waste water is produced. In addition, energy consumption is cut by 65 percent and the use of chemicals is reduced by 89 percent.

Dry Black®

The novel Dry Black® process is similar to the Dry Indigo® process and also meets the requirements for an environmentally friendly and sustainable dyeing process, thus greatly minimising the impact on the environment. The Dry Black® process uses 99 percent less water and therefore produces no waste water. The use of chemicals is reduced by 52 percent, and 72 percent energy is saved.



Climate action (decarbonisation)

Climate action is one of the global challenges of our time. We have therefore set ourselves the goal of becoming climate-neutral by 2030 by reducing emissions and offsetting the remaining emissions. This way, we want to help reduce global warming to no more than 1.5 degrees.

planted is a company that supports us on this path. It assists us in calculating all emissions based on our consumption, with such calculation serving as the basis for our reduction efforts and the subsequent offsetting. Together with planted, we rely on certified climate action projects according to the "Gold Standard" or the "Verified Carbon Standard". In a first step, we focus on our own sites. In this context, we achieved climate neutrality of our headquarters already at the end of 2021, which is an important initial success.



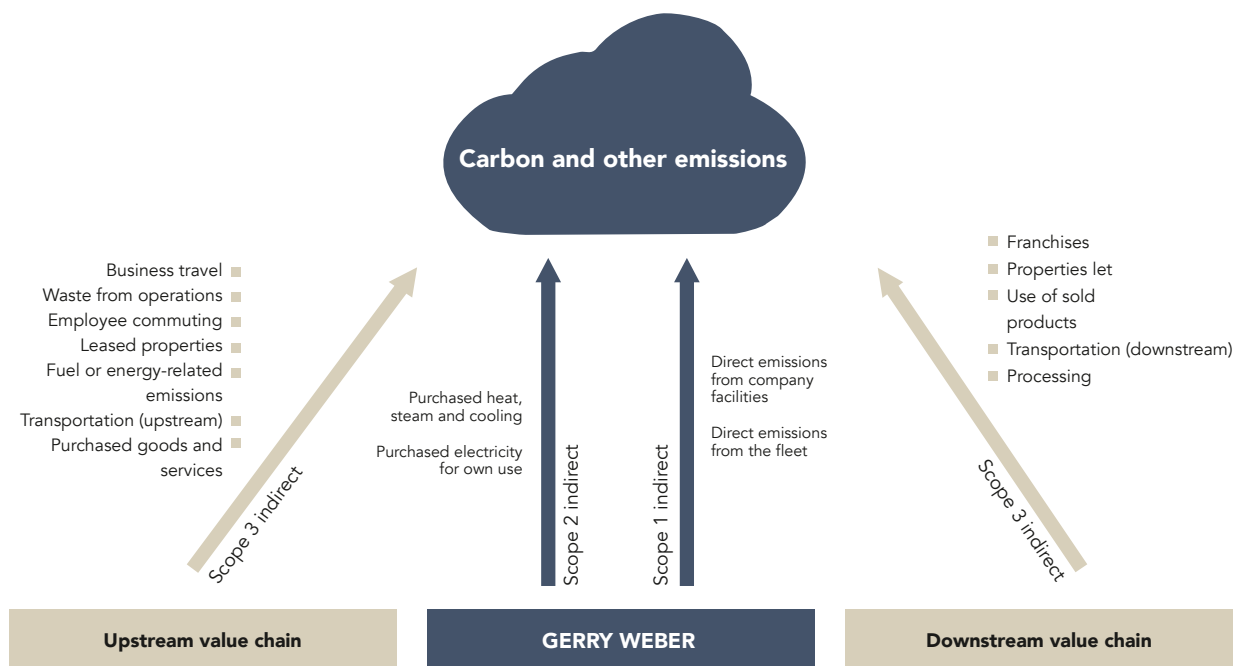
Our carbon footprint is calculated on the basis of the Greenhouse Gas Protocol. Emissions are categorised in three "Scopes":

- Scope 1: all direct emissions (e.g. heating)
- Scope 2: indirect emissions (e.g. purchased energy such as electricity)
- Scope 3: all other indirect emissions (e.g. emissions in the value chain caused by manufacturers and suppliers)



As mentioned above, we initially focused on our headquarters in Halle. As a next step, this will be extended to all of Germany and finally to all locations of GERRY WEBER, including TIER1 suppliers.

Apart from our corporate carbon footprint, we also want to reduce the carbon footprint of our products. For this purpose, we have now started to carry out an initial survey together with our suppliers, which is to serve as the starting point for our product carbon footprint. We will then draw up a corresponding action plan to achieve sustainable success also in this area and to provide our customers with transparent information.



Energy

GERRY WEBER is constantly working to reduce energy consumption in the context of its energy management system. Consumption is monitored in accordance with ISO 50001. This enables the quick identification of deviations and potential for improvement. Deviations are immediately discussed with the responsible officers of the departments concerned, so that measures to reduce consumption can be initiated. These activities are recorded in an action plan. In addition, internal audits are carried out to track potential deviations and to control the success of the measures initiated. All our management systems (ISO 50001 and ISO 14001) are externally certified by Deutsche Management Zertifizierungsgesellschaft (DMSZ) and reviewed annually.

By switching to electricity from renewable sources, we are seizing another opportunity to reduce our carbon footprint. Since early 2022, our headquarters in Halle/Westphalia has been using 100 percent green electricity, with most of our retail stores (>95 percent) receiving energy from renewable sources since the beginning of 2023.

We have taken a number of steps to achieve our goals, including the gradual conversion of lighting in our administrative and office buildings and retail stores to LED lighting. In 2021, the headquarters of GERRY WEBER International AG still consumed 2,116.32 t of CO₂ equivalents in connection with its business activities. In 2022, it was only 1,514.83 t. This is equivalent to a reduction by 28%. This includes not only emissions from our own electricity purchases and consumption, but also staff travel to and from work, business trips and consumption by our vehicle

fleet. We have offset this amount of CO₂ equivalents through a climate change mitigation project in Chile. The project, carried out in collaboration with planted (see above), promotes the goal of using the hydrological resources of the Tinguiririca, Portillo and Azufre rivers in a run-of-river power plant. The emission-free energy thus generated is fed into Chile's central power grid (SIC). The power plant generates certified emission reductions (CERs) by replacing the electricity that would otherwise be generated by grid-connected power plants using fossil fuels.



Circular economy

GERRY WEBER has already initiated various measures to conserve resources and contribute to the circular economy.

The circular economy is not just a fashion trend, it is essential if we are to conserve resources. The term circular economy refers to various "R-strategies", all of which contribute to greater circularity. This includes the useful application of the materials, the extension of the useful life and the smart use or manufacture of the products.

The circular economy is an integral element of our sustainability strategy. This is why we have entered into a cooperation with the Institute of Plastics and Circular Economy (IKK) of the Leibniz University of Hanover. We work together to recycle textiles in order to protect the environment and resources in the long term.

28%

Energy savings in comparison to the year 2021

The IKK, headed by Prof. Dr.-Ing. Hans-Josef Endres, is developing processes in cooperation with various industrial companies to enable the sustainable recycling of textile products and textile fibres in injection moulded components or lightweight construction applications.

In the context of the cooperation, GERRY WEBER provides the materials in return for insights into recycling-related issues as well as on concepts in the fields of "design for recycling" and "design for recyclates". This way, we can then close the cycle in perspective, which is an important factor for the responsible and sustainable design of a company's processes.

The first project phase was completed in 2022. In this first phase, the materials made available by us were tested for recyclability. The environmental assessment of our materials was very good. The project will be continued in the current fiscal year. The second project phase will examine how production readiness can be achieved.

Recycling at GERRY WEBER

In cooperation with I:CO, we started setting up recycling boxes in stores in Germany and Austria in mid-April 2021 to collect used clothing.

Our customers can hand in their used clothes and shoes of all brands in the stores and receive a 15-percent voucher on their next purchase. This voucher is directly redeemable, may be combined with other promotions and is accepted in all stores in Germany and Austria.

Items that are still in good condition are sold as second-hand garments in our outlet stores. This was tested in a dedicated area of one of our outlet stores last year. In a next step, we optimised our concept in terms of processes, economic efficiency and the selection of service providers. We intend to roll out the concept to all our outlet stores in 2023, thus making a contribution to the circular economy.

Garments that can no longer be sold go to I:CO. The latter organises the industrial recycling of the garments and uses the recycled fibres for recycled products in various sectors. Currently, a large part goes to the automotive industry or the construction sector as insulation material.

Society



#WEAREGERRY stands for our understanding of sustainability that goes beyond our core business. For us as a global company, it goes without saying that we take responsibility for society and positively influence it in a sustainable manner.

Being one of the leading suppliers of fashion for women, we see it as our responsibility, especially for women, to work towards strengthening their acceptance and their rights.

GERRY WEBER is already involved in several projects. But we can do more – we want to further expand our commitment and thus contribute to SDGs 5, 10 and 12.

Management approach

GERRY WEBER International already supports numerous projects through donations. But we want to further expand our commitment in the projects and fields that we consider important.

We have therefore set ourselves the goal of developing a detailed cooperation plan. This plan will specify the basic demands we make on projects that we want to support. It is important to GERRY WEBER that the projects supported are consistent with the company's values and principles.

As a first step towards this cooperation plan, we have identified and defined the focal topics that we find important:

1. Diversity and inclusion
2. Gender equality and respect for women's rights and health
3. Biodiversity at the site

In the reporting year, we entered into a cooperation agreement with the City of Halle. We want to expand this cooperation in the current fiscal year and organise joint activities and campaigns with the City of Halle.

Focus points of our commitment to society

LebensHeldin! e. V.

Every year, about 70,000 women are affected by breast cancer. Currently, approximately 700,000 women worldwide suffer from breast cancer. In this phase of greatest mental and physical stress, there is often a lack of access to positively cope with the life-threatening illness.

As we are aware of the urgency in providing support, we have sought a partner who shares our visions and values.

LebensHeldin! e. V., with our CEO Angelika Schindler-Obenhaus as its patron, is the first non-profit organisation which is committed to a new women's health culture. The initiative supports women after breast cancer and promotes breast cancer prevention and education. It empowers women in their self-efficacy and creates awareness for a healthy lifestyle.

We support the association not only personally and financially but also as a platform where we jointly promote its contents and visions. For example, we had T-shirts and sweatshirts printed and produced for Breast Cancer Day with visuals from a competition we organised together. The proceeds from the sale were donated to the association.

By putting up donation boxes in the stores, GERRY WEBER International AG also made it possible for its customers to directly donate to fundraising campaigns.

TERRE DES FEMMES

GERRY WEBER is primarily committed to standing up for women and the protection of their rights. We therefore decided to support TERRE DES FEMMES' #unhatewoman project. The #unhatewoman campaign wants to draw attention to verbal violence against women in songs, posts or public messages, which may also affect the customers of GERRY WEBER International AG. To raise awareness of the issue, we had special shirts made to draw attention to the problems faced by women everywhere in the world. Part of the proceeds will be donated to the campaign.

TERRE DES FEMMES – Menschenrechte für die Frau e. V. is a non-profit human rights organisation that campaigns for a self-determined, equal and free life for girls and women worldwide. Through high-profile activities, publications, events, campaigns and lobbying, TERRE DES FEMMES raises public and political awareness of gender-based violence and discrimination. TERRE DES FEMMES supports girls and women through specific awareness programmes in schools and their communities. TERRE DES FEMMES is internationally networked with other women's rights organisations and supports projects, organisations and initiatives by women for women abroad. The work of the association focuses on the main topics of female genital mutilation, domestic and sexualised violence, violence in the name of "honour", trafficking in women and prostitution, equal rights and integration as well as international cooperation. A women's rights organisation based in Berlin, TERRE DES FEMMES is financed by donations, membership fees and grants.



Donation of jackets for Mädchenhaus Bielefeld

Always be safe – this is our wish for the girls and young women at the “Girls’ House” (“Mädchenhaus”) in Bielefeld. Mädchenhaus Bielefeld provides space where girls and young women with and without disabilities who have experienced all forms of violence find advice and support as well as sheltered housing. Established in 1987, the association is an officially recognised child and youth welfare organisation that provides orientation for girls and young women to help them develop autonomous prospects for the future. In addition, they are shown where to find help and are not left alone with their problems.



Left: Elena Weege handing over 30 jackets to Clara Gawlick from Mädchenhaus Bielefeld.
Right: Three young women from Mädchenhaus Bielefeld wearing the TAIFUN jackets.

We wanted to make a donation to the girls and young women to give them some joy. Elena Weege, who lives in the immediate vicinity of the new location of the “Girls’ House”, came up with a very special idea for this: the iconic TAIFUN puffer jackets from recycled materials, equipped with reflectors and a whistle. These jackets not only protect against the cold but can also help in dangerous situations.

Strong as a bear! Our team in Shanghai demonstrates their commitment to society

A while ago, our team in Shanghai was contacted by “Heart2Heart” and asked whether our company wanted to support the organisation with a one-time donation. Heart2Heart is an organisation that is mainly run by the expat community and by local doctors and which supports families with children suffering from heart disease. For this purpose, the Heart Bear project was launched, which sells teddy bears to private individuals or businesses at a price of about 36 euros each. All bears wear individual outfits sewn

by the Heart2Heart community. The proceeds from the sale of the teddy bears are used to finance urgently needed heart surgery for children from all over China. The project thus supports children who would otherwise have to wait very long to get such surgery or would not get it at all, as their families lack the financial means. 160 teddy bears need to be sold to finance one operation. Our colleagues were enthusiastic about the idea and immediately took it one step further, ordering GERRY WEBER outfits for the teddy bears. Heart2Heart was provided with fabric remnants and labels that were no longer needed. The volunteers used them to sew dresses, trousers and shirts. And what is more, our colleagues motivated some of our suppliers to also join the campaign, winning another ten supporters for the good cause. In this way, a total of 321 teddy bears were sold to finance heart surgery for two children.

Sustainability Week @Gerry Weber

We are optimising our entire value chain to meet our social, economic and environmental responsibilities. Our aim is to operate sustainably as a profitable organisation, to enable our customers to make responsible purchasing decisions and to offer a desirable product.

This will be achieved only if we take our employees with us on the way towards more sustainability and keep them informed of our sustainability activities while at the same time showing them how to incorporate sustainability in their everyday life and what every single one of them can contribute.

Between 19 and 23 September 2022, we therefore organised a Sustainability Week with various events on sustainability. The topics addressed included second-hand garments, future legal regulations and their implementation as well as e-mobility and bicycle leasing. The lively participation and the great interest shown by our employees made the Sustainability Week a great success.

#WEAREGERRY – the transformation towards a sustainable future can only be achieved together. This is why we will organise a Sustainability Week once a year in the future.

Material Sustainability Topics of GERRY WEBER and GRI-Standards

Strategic intensity	Sustainability topic	Assigned GRI standard	Material impact		
			Inside the organisation	Outside the organisation	Inside and outside the organisation
High strategic intensity	Climate action in administration, sales and logistics	302: Energy	GERRY WEBER		
		305: Emissions			
	Employer attractiveness	401: Employment			
		404: Training and Education			
		405: Diversity and Equal Opportunities			
		406: Non-discrimination			
	Occupational health and safety in the supply chain	403: Occupational Health and Safety			GERRY WEBER, suppliers
		414: Supplier Social Assessment			
	Human rights and labour standards in the supply chain	401: Employment			GERRY WEBER, suppliers
		402: Labour/Management Relations			
		405: Diversity and Equal Opportunities			
		406: Non-discrimination			
		407: Freedom of Association and Collective Bargaining			
		408: Child Labour			
		409: Forced or Compulsory Labour			
		412: Human Rights Assessment			
		414: Supplier Social Assessment			
		419: Socioeconomic Compliance			

Strategic intensity	Sustainability topic	Assigned GRI standard	Material impact		
			Inside the organisation	Outside the organisation	Inside and outside the organisation
Medium strategic intensity	Resource conservation and biodiversity protection in products	301: Materials			GERRY WEBER, suppliers
	Climate action in the supply chain	302: Energy			GERRY WEBER, suppliers
		305: Emissions			
		307: Environmental Compliance			
		308: Supplier Social Assessment			
	Waste reduction and circular economy in the supply chain	301: Materials			GERRY WEBER, suppliers
		307: Environmental Compliance		Suppliers	
		308: Supplier Social Assessment			
	Waste reduction and circular economy in administration, sales and logistics	306: Effluents and Waste	GERRY WEBER		
	Animal welfare	301: Materials			GERRY WEBER, suppliers
	Circular economy and recycling (of products)	301: Materials			GERRY WEBER, suppliers, customers
	Governance and compliance	201: Economic Performance			GERRY WEBER, suppliers
		205: Anti-corruption			
		206: Anti-competitive Behaviour			
		415: Public Policy			
		416: Customer Health and Safety			
		419: Socioeconomic Compliance			
	Data protection and information security	417: Marketing and Labelling			GERRY WEBER, suppliers, customers
		418: Customer Privacy			
	Avoiding corruption and anti-competitive behaviour	206: Anti-competitive Behaviour			GERRY WEBER, suppliers
		419: Socioeconomic Compliance			

Strategic intensity	Sustainability topic	Assigned GRI standard	Material impact		
			Inside the organisation	Outside the organisation	Inside and outside the organisation
Low strategic intensity	Human rights and labour standards in administration, sales and logistics	401: Employment	GERRY WEBER		
		402: Labour/Management Relations			
		405: Diversity and Equal Opportunities			
		406: Non-discrimination			
		407: Freedom of Association and Collective Bargaining			
		408: Child Labour			
		409: Forced or Compulsory Labour			
		412: Human Rights Assessment			
	Occupational health and safety in administration, sales and logistics	403: Occupational Health and Safety	GERRY WEBER		
	Responsible use of chemicals in production	306: Effluents and Waste			GERRY WEBER, suppliers
		308: Supplier Social Assessment			GW, suppliers, customers
		416: Customer Health and Safety			
	Social engagement	413: Local Communities			GERRY WEBER, suppliers
	Product safety	416: Customer Health and Safety			GERRY WEBER, customers
		417: Marketing and Labelling			
		419: Socioeconomic Compliance			
	Customer empowerment and engagement	417: Marketing and Labelling			GERRY WEBER, customers
	Ethically correct payment of corporate taxes	201: Economic Performance	GERRY WEBER		
		207: Tax			

Application statement:		Gerry Weber International AG has reported on the period from 1 January 2022 to 31 December 2022 in accordance with the GRI standards.
GRI used: GRI 1: Foundation 2021		GRI 1: Foundation 2021
Applicable GRI industry standard(s) [Titles of applicable GRI industry standards]		Textile and Apparel (2016)
GRI-Standard/Other Source	Disclosure	Page
	GRI 2: General Disclosures 2021	
	2-1 Organizational details	6–7
	2-2 Entities included in the organization's sustainability reporting	6
	2-3 Reporting period, frequency and contact point	6
	2-4 Restatements of information	
	2-5 External assurance	
	2-6 Activities, value chain and other business relationships	7,22
	Material topics	
	3-1 Process to determine material topics	15
	3-2 List of material topics	15,42–44
	Product	
	GRI 3: Material Topics 2022	18–21
	3-3 Management of material topics	19
	Partners	
	GRI 3: Material Topics 2022	22–29
	3-3 Management of material topics	22
	People	
	GRI 3: Material Topics 2022	30–35
	3-3 Management of material topics	30–31
	Planet	
	GRI 3: Material Topics 2022	35–39
	3-3 Management of material topics	35
	Prosperity	
	GRI 3: Material Topics 2022	39–41
	3-3 Management of material topics	39



IMPRINT

Editor and Contact

GERRY WEBER International AG
Annette Koch
Neulehenstraße 8
33790 Halle / Westfalen

Phone: +49 (0) 5201 18 5-0
Fax: +49 (0) 5201 58 57
E-Mail: annette.koch@gerryweber.com
www.group.gerryweber.com

Layout and typesetting

IR-ONE, Hamburg
www.ir-one.de

Consulting

t+m CSR Consulting GmbH



GERRY WEBER

GERRY WEBER International AG
Neulehenstraße 8 • 33790 Halle / Westfalen
Telefon: +49 (0)5201 185-0 • Fax: +49 (0)5201 5857
annette.koch@gerryweber.com • gerryweber.com