

**DECLARATION OF PRINCIPLES FOR THE  
RESPECT OF HUMAN RIGHTS AND  
PROTECTION OF THE ENVIRONMENT**



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## **DECLARATION OF PRINCIPLES FOR THE RESPECT OF HUMAN RIGHTS AND PROTECTION OF THE ENVIRONMENT**

Even as a small, medium-sized company, we are aware of our responsibility towards people, animals and the environment. With our sustainable actions in the value-added chain, we want to continuously improve the social, ecological and economic criteria.

In order to achieve our goals, we rely on a cooperative partnership with our employees as well as with our suppliers and business partners, and our actions are guided by:

- **the 2011 United Nations Guiding Principles on Business and Human Rights**
- **the UN Convention on the Rights of the Child, and the Convention on the Elimination of All Forms of Discrimination against Women**
- **the conventions of the International Labor Organization (ILO) and**
- **the OECD Guidelines**

In regards of the environment, we focus on the following topics:

- greenhouse gas emissions
- water pollution
- waste of resources
- pollutant emissions
- excessive waste production

In regards of social responsibility, we pay particular attention to the potential risks of the following topics:

- Child labor
- Forced labor
- Bribery and corruption
- Discrimination
- Occupational safety
- Working hours/ overtime/ minimum wages
- Freedom of association and the right to collective bargaining
- Health and safety at work

It goes without saying that we comply with international environmental and social standards throughout our entire production chain. We only work with suppliers who are certified by BSCI or who comply with the required standards in another verifiable way.



Our suppliers are also obliged to communicate the content of the Code to their subcontractors and suppliers and to guarantee that all required measures are implemented. In the event that third parties are commissioned, our suppliers are obliged to name their subcontractors to us in writing in advance and to contractually oblige them to comply with the standards and regulations listed in this document as well.

We document our responsibility, among other things, through our multiple certifications according to GOTS

- Downpass
- OEKO Tex STep (in process)
- OEKO Tex Made in Green (planned)
- And the awarded Government Label „Grüner Knopf“ (in process).

## **OUR PHILOSOPHY - INTERNAL CODE OF CONDUCT - EXPECTATIONS FOR OUR OWN BUSINESS ACTIVITIES**

OUR EXPECTATIONS REGARDING OUR CODE OF CONDUCT ARE BINDING AND ARE COMMUNICATED AND MADE AVAILABLE TO EVERY EMPLOYEE.

- Mutual respect, recognition and appreciation characterize our cooperation. We do not tolerate bullying. Those affected have the right to speak openly and freely to their supervisor, the works council or the management without fear of disadvantage.
- Discrimination based on gender, skin color, disability, age or religion will not be tolerated and will result in consequences under labor law.
- We are constantly working to create a working environment in which work can be done efficiently, but in which employees also feel comfortable.
- We ensure the protection and security of personal data and strictly adhere to the requirements of the Basic Data Protection Regulation. For the best possible security, we have commissioned an external data protection officer.
- Employee safety and preventive health care have a high priority. Thus, the company is supported and trained by internal and external safety personnel on the topics of fire protection and occupational health and safety.
- We keep our books and records properly.
- We stand for fair competition and exist on the merits of our products and services.
- We do not tolerate child labor, corruption, bribery and embezzlement cases and reject any business related to them.

We continuously work on environmental protection and sustainability. We try to avoid waste and, where this is not possible, we strive for accurate separation to achieve the highest possible recyclability.

- We avoid scrap goods by selling 1-B items in our factory outlet. We donate non-saleable items, regularly for example to institutions like food banks.
- We plan, also in cooperation with our association, to make the packaging for our assortments as plastic-free as possible.
- We strive to work in an energy-saving manner and also encourage our employees to do so. Lights are turned off during breaks, and power strips at all workplaces ensure that PCs are not left on standby during the night or at weekends.
- When purchasing paper and cardboard, we pay attention to the FSC seal of quality.
- Regular maintenance of our machines avoids unnecessary downtime and ensures lower emission levels during production.
- All production processes that require water are covered by water from our own deep well, as are the sanitary facilities.
- We obtain most of the energy for our production processes from our own combined heat and power plant and our photovoltaic system.
- Whenever possible, we award our service contracts regionally to avoid travel distances and the associated emissions.
- We use video/teleconferencing to avoid unnecessary travel.
- We are committed to the nature of our beautiful region and the Black Forest and live this through our active premium membership of the Schwarzwald Tourismus GmbH. It is a pleasure for us to give our collections the name of our homeland.
- We take care of nature on our large company premises. The trees felled by the conversion are replanted elsewhere. On the large pasture areas, we repeatedly give animals from inappropriate animal husbandry a reprieve.
- Our extensive conversion and renovation measures are also justified in making a major contribution to climate protection. The new company buildings and the optimization of the production chain will lead to considerable savings in thermal energy and electricity.
- We are gradually converting our vehicle fleet to hybrid vehicles and already have 2 corresponding fuel pumps on our factory premises. These are supported through the photovoltaic system.



## **OUR PHILOSOPHY - EXTERNAL CODE OF CONDUCT - EXPECTATIONS OF OUR SUPPLIERS AND BUSINESS PARTNERS**

To the best of our knowledge and belief, we ensure responsible procurement practices in order to prevent and/or mitigate risks of human rights violations and damage to the environment, or to make amends in the event of an actual impact.

The focus here is particularly on the well-being of all people - and here especially on vulnerable stakeholders such as women, children, disabled people and minorities - along the entire supply chain.

Our expectations regarding our Code of Conduct are binding and are communicated to every supplier. These must be confirmed in writing and are binding.

- By signing our terms and conditions of purchase, our suppliers undertake to comply with and implement minimum social and ecological standards and to communicate the basic principles to their supply chain and to monitor compliance. When commissioning third parties, our suppliers are obligated to name their subcontractors to us in writing in advance and to contractually obligate them to comply with the standards and regulations listed in this document as well.
- Our Code of Conduct is a prerequisite for any business relationship and will lead to termination of the business relationship in case of non-compliance. Respecting and implementing human rights as well as the safety of workers in the textile industry is a top priority for us.
- Sustainability has a very high priority for us. We stand up for a future worth living for today's and future generations and are committed to acting sustainably and conserving resources.
- In addition to the well-being of our employees, the well-being of our animals is our top priority. The down and feathers we use are subject to the strictest qualitative and ethical specifications (we categorically reject down and feathers from live plucking and stuffing). Likewise, when using animal hair or fibers, we pay attention to the provisions of international animal welfare. When shearing merino sheep, for example, we pay attention to the prohibition of "mulesing".
- In order to responsibly consider the effects on people and the environment resulting from our active business activities and to be able to implement appropriate measures in our purchasing practices, we regularly prepare so-called risk analyses. These are based in particular on the OECD guidelines for multinational companies and the ILO conventions. Accordingly, in addition to identifying potential country-specific risks - such as child labor, forced labor, occupational safety, discrimination, minimum wages, working hours, freedom of association & collective bargaining, corruption, etc. - we also take into account the potentially vulnerable countries. -including potentially vulnerable groups, such as women, ethnic and/or religious minorities, national & international migrants, indigenous peoples, LGBTQI, homeworkers, and members of the affected community.

- Our goal is to constantly mitigate and ultimately prevent negative impacts on people and the environment. To this end, we will gradually implement a grievance mechanism in our production countries. When complaints are received or when we ourselves identify negative circumstances, an assessment of the severity of the problem will be made and appropriate mitigation and redress measures will be implemented. Through extensive risk analyses, we seek to preventively mitigate or eliminate risks and are always available for redress of actual negative impacts.

Lörrach, 01.04.2022



Bastian Roscheck



Petra Schweigert