

DOUGLAS

HUMAN RIGHTS
Statement



Human Rights Statement

The protection and enforcement of human rights is a core value of Douglas. We respect all internationally recognized human rights and expect our business partners to do likewise. This statement applies to the Douglas group and complements the Douglas Code of Conduct - our guideline for responsible and respectful action in the interests of sustainable business success.

All efforts regarding human rights are fully supported by our Management Board and overseen by the Human Rights Officer. Human rights protection is also part of the Douglas Supplier Code of Conduct and Due Diligence Questionnaire to be answered and signed by our suppliers. As a retail company, the products we sell naturally play a prominent role. We source our products based on ethical terms and support local products made in the European Union.

Our Human Rights Statement is in particular based on the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact initiative, the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz), the United Nations Guiding Principles on Business and Human rights, the Conventions of the International Labor Organization and the United Nations Declaration of Human Rights.

As part of the Supply Chain Act implementation, we perform a risk analysis of human rights. The objective of this analysis is to identify potential human rights risks and environmental-related risks, to prioritize them and define measures to avoid such risks in the future. This process will be repeated annually and improved continuously.

Douglas is already a leader in equality at work. Our efforts were recognized by the BeyondGenderAgenda (BGA) which awarded Douglas its first full certification in 2021, and we were named a Financial Times' Leader in Diversity in 2022.

Douglas implemented a whistleblowing and complaints system where human rights violations can be reported at any time. This system is open to everyone, messages are confidentially treated and the responsible departments at Douglas manage them appropriately.

DOUGLAS GMBH

Luise-Rainer-Str. 7-11 · 40235 Düsseldorf
info@douglas.de · www.corporate.douglas.de

GESCHÄFTSFÜHRUNG

Alexander „Sander“ van der Laan · Mark Langer ·
Philipp André

AUFSICHTSRAT

Dr. Dr. h. c. Jörn Kreke (Ehrenvorsitzender),
Dr. Henning Kreke (Vorsitzender)

SITZ DER GESELLSCHAFT

Düsseldorf · Amtsgericht Düsseldorf · HRB 94247
Finanzamt Hagen · USt-IdNr. DE 344 466 568

BANKVERBINDUNG

Deutsche Bank AG, Chemnitz
IBAN DE09 8707 0000 0745 7799 00
BIC DEUTDE8CXXX

DOUGLAS

Douglas GmbH
Luise-Rainer-Straße 7 - 11
40235 Düsseldorf - Germany
Issue Date: January 2023