

A complementary statement on Reima's commitment to human and labour rights throughout our own operations and in our supply chain

Reima is committed to upholding ILO Conventions on labor and human rights, including but not limited to labour standards on working hours, UN Global Compact's principles, as well as the UN Guiding Principles on Business and Human Rights, throughout our own operations and supply chain. These rights include but are not limited to the right to freedom of association, the right to collective bargaining and the rights not to be subject to forced labour or child labour or discrimination in respect of employment and occupation or their health and safety. Since 2010, Reima has been a member of the international trade organization amfori, which promotes ethical trade practices. We encourage our Tier-I suppliers to join amfori and to get a BSCI compliance audit; currently 83% of them have a BSCI and an additional 11% have another social compliance audit. The amfori BSCI Code of Conduct refers to international conventions such as the Universal Declaration of Human Rights, the Children's Rights and Business Principles, UN Guiding Principles for Business and Human Rights, OECD Guidelines, UN Global Compact and International Labour Organization (ILO) Conventions and Recommendations relevant to improve working conditions in the supply chain.

Reima's three pillars of Responsible Business are Sustainable Product, Responsible Supply Chain and Value for All Stakeholders (consumers, customers, employees, suppliers, communities and shareholders). In order to achieve this, Reima is committed to engaging with those stakeholders regularly through multiple channels, as detailed in our CSR report 2019. Our global staff give feedback anonymously through a staff survey two to three times a year, the results are analysed for the team leaders and an improvement plan (if necessary) is made. All staff members are encouraged to raise issues and concerns with their supervisors and/or HR, and supervisors have one-on-ones twice a year with each supervisee. We visit major Tier-I and Tier-II factories ourselves and always talk to randomly selected employees on the factory floor as well as managers. In order to enhance the engagement through collective instruments, we are participating in amfori's project group for a global worker grievance mechanism in the BSCI auditing system, which will also receive grievances from communities and labour unions. We are in regular contact with NGOs such as the Association for Ethical Trade (Eetti, FI) about human rights and environmental impact.

Reima stands with those seeking to defend their own or others' human and labour rights, and will not tolerate nor contribute to threats, intimidation nor attacks (physical nor legal) against human rights defenders related to our operations or supply chain.

In addition to the Innovation and Sustainability Steering Group (ISSG) and the Leadership team having executive decision-making power over human rights



topics, the day-to-day oversight and execution of work related to human and labour rights at Reima is largely the responsibility of the CSR team, the human resources team (especially concerning staff human and labour rights), the sourcing team (especially concerning human and labour rights in the supply chain) as well as the IT team (especially concerning data protection and the right to privacy). In terms of labour rights, freely elected personnel representatives in the company are also in a key and protected position.

Reima is committed to ILO requirements for both own employees as well as in our supply chain. Reima's Terms and Conditions for suppliers states: "Manufacturer agrees to comply with all applicable laws and regulations and conduct its business in accordance with the highest ethical standards, and to require the same compliance throughout its entire supply chain." Additionally, Reima requests full and unimpeded access to any premises of a subcontractor, and also requests proof of social compliance auditing of the subcontractors from the Tier-I suppliers.

Reima assesses human rights risks as part of the CSR and Sustainability materiality assessment every 2-3 years when the Sustainability Strategy is reviewed. As part of the materiality assessment, the likelihood and severity of human and labour rights violation risks are assessed with particular consideration for the geographical location of factories, subcontracting, the vulnerability of workers and communities and social compliance audit performance.

For further information on our corporate social responsibility and sustainability work, please see our website: www.reima.com/int/responsibility.

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CEO

REF Children's Clothes Group Oy