



Declaration of Principles regarding Respect for Human Rights

We, the DEICHMANN Group, continue to be committed to our responsibility for ensuring that our worldwide activities are socially and environmentally compatible. For us, as a global, family-owned company with local roots, integrity and reliability are amongst our fundamental principles. We therefore strive, in all the markets in which we operate, to make sure that the effects of our business operations are in harmony with the legitimate interests of people and the environment.

With this Declaration of Principles, we are showing our commitment to respect for human rights on the basis of the UN Guiding Principles on Business and Human Rights. We recognize that we are responsible for respecting human rights in the global delivery and value creation chain and for preventing human rights violations, even though it is the obligation of states to protect human rights in general.

We support the United Nations 2030 Agenda for Sustainable Development and are guided by the sustainable development goals (SDGs) as a global political framework.

Our business activities are based on the following international standards and guidelines:

- the Universal Declaration of Human Rights
- the United Nations Guiding Principles on Business and Human Rights (UNGP)
- the Core Labour Standards of the International Labour Organization (ILO)
- the United Nations Convention on the Rights of the Child (UNCRC)
- the Guidelines of the Organisation for Economic Co-operation and Development (OECD) for multinational companies

We have integrated these guidelines into our corporate philosophy and shaped our business practices accordingly.



Together with the Deutsche Gesellschaft für Internationale Zusammenarbeit [German Society for International Co-operation] (GIZ), we developed our Code of Conduct for business partners in the delivery chain back in 1999, and we have implemented this in close collaboration with them. We have been constantly developing our Code of Conduct ever since.

Since then, for example, we have defined our minimum requirements for working conditions and environmental standards and have integrated these into our conditions of purchase as a non-negotiable element. These include occupational health and safety, the prohibition of child labour, the prevention of discrimination against co-workers, fair pay and recognition of the right of workers to co-determination, along with all measures to avoid negative effects on the environment. By signing the Code of Conduct, our business partners and everyone involved in the supply chain agree to abide by it.

Since 2005, we have been members of the Business Social Compliance Initiative (today: amfori BSCI) and the cads (cooperation for assuring defined standards for shoe- and leather goods production e.V.) industry initiative. With our engagement in regional and global initiatives, we are also aiming to continue to help improve social welfare and ecological conditions in producing countries.

This also includes maintaining a complaints mechanism to enable those potentially affected by human rights violations to contact the DEICHMANN Group about their concerns.

About the DEICHMANN Group

We are a family-owned company that thinks and plans in terms of generations. Ever since we were founded in 1913, we have developed from a local retailer into a vertical shoe trading operation that operates throughout the world. Our collections are largely developed by our own team and manufactured in large quantities by our global partners. Our long-term, close relationships with our business partners means that we work with them in partnership, which allows us to achieve a high level of quality whilst complying with ethical and ecological standards.

A blue ink signature of Manfred Kroneder.

Manfred Kroneder
Vice President of the
Board of Directors

A blue ink signature of Rainer Ochsenkiel.

Rainer Ochsenkiel
Chief Purchasing Officer Germany
Member of the Management