

Slavery and Human Trafficking Statement [Financial year 2017 / 2018]

This statement is made in compliance to Section 54 of the Modern Slavery Act 2015 and provides the slavery and human trafficking statement for the financial year 2017/2018 of the MADELEINE Mode GmbH and its subsidiary the MADELEINE Fashion Ltd.

1. General statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, forced and compulsory labour as well as human trafficking.

We understand that modern slavery is a global issue and recognise the responsibilities that companies have along their supply chains in cooperation with partners to operate in an ethical manner.

For MADELEINE, taking responsibility means compliance with social standards and fair treatment of partners and suppliers.

2. Corporate Structure and business model at MADELEINE

MADELEINE is a multichannel retailer of high-quality fashion items for style-conscious women which is mainly located in Germany and has distribution countries for the collections in Germany, Austria, Switzerland, The Netherlands, Belgium, France and the United Kingdom and offers the delivery also to other European countries. MADELEINE has 281 employees worldwide. The company had an annual turnover of EUR 175.3m (IFRS) in 2017/2018 and belongs as a 100% subsidiary to the TriStyle Group.

As being mainly a mail order company, MADELEINE offers private brands and own brands based on approx. 200 suppliers worldwide. MADELEINE does not have any own production sites but cooperates with long-term, reliable and trusted partners. The company works with European importers with factories in Europe, Asia and Turkey as well as with direct suppliers in Portugal, Turkey and Asia which are handled by own sourcing offices in Portugal, Turkey, Hongkong and Bangkok.

3. Internal policies and procedures

Before MADELEINE starts a cooperation with business partners, they request the suppliers to commit to social standards and to mutual contracts. Furthermore the supply chain transparency is one of the key issues within textile supply chains, therefore the cooperation with business partners shall be based on mutual trust and information exchange.

As the reliable cooperation with the suppliers and partners in the supply chain is very important to us as well as their working conditions, employees from sourcing, buying, design and quality departments visit the production sites regularly.

In addition since 2014, as member of the TriStyle Group, MADELEINE has been and currently is a participant of the Business Social Compliance Initiative (BSCI) which is part of a foreign trade network called amfori, see: www.amfori.org.

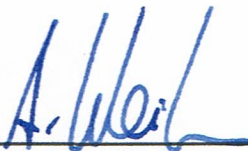
Amfori is a leading global business association for open and sustainable trade. As an active member, we improve the social performance of our supply chain via amfori BSCI. Therefore, MADELEINE commits to the BSCI code of conduct (CoC) and does not tolerate any form of slavery, servitude, forced, compulsory labour and human trafficking and works strongly on the early detection, monitoring and remediation of such issues in its supply chains.

4. Due diligence process in the supply chain

Due diligence to us means to perform a risk evaluation of the production countries of our partners based on the amfori BSCI risk classification. Based on the risk index, the amfori audit requirements are defined. In countries with a high risk the BSCI audit system is applied and audits are conducted. It is our goal to have all production sites in risk countries audited in accordance with the amfori BSCI CoC. Furthermore valid audits have to be available and the producers have to engage in the improvement in the performance.

Being an amfori BSCI participant, any party can lodge a grievance through the amfori Grievance Mechanism at grievance@amfori.org which lead to a possibility to identify incidents, ensure human rights and good working conditions as well as to engage in the remediation, if necessary.

This statement was approved by the Management Board of MADELEINE.



Alexander Weih

Chairman of the Management Board