



**ICSR POLICY
2021-2024**

ICSR POLICY

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ABOUT TRICORP

We are Tricorp. A team of more than 70 employees who work and cooperate to develop the best, most comfortable and durable workwear for every professional. We work on the basis of the never-out-of-stock philosophy, which means that we have stock throughout the year and can therefore always meet the expectations of our customers.

Our mission statement is: "nice can always be nicer and good can always be better". Nobody understands better than we do that by working together one can achieve more than any individual. Because nice can always be nicer and good can always be better: in products, services and sustainability.

From our headquarters in Rijen, we strive to provide the best possible service for our customers. Here we work with the latest techniques and digitise all our processes, to enable us to provide our customers with the ultimate Tricorp experience in the Tricorp Dome. We do this by pursuing our vision:

"To provide all professionals with the ideal outfit for the ideal performance. Workwear that represents the wearers in identity, functionality and sustainability."

For Tricorp, sustainability means taking into account the necessary balance between people, the planet and prosperity. We realise that our production in the textile sector, in which we make use of an international supply chain, necessitates corporate social responsibility. Our products must be produced under the right conditions and as sustainably as possible. And we must prevent or limit the risks posed by the adverse impact of our production processes, both on people and the environment. We strive, in cooperation with our suppliers and other stakeholders, to continuously improve our actions through a concrete approach.

Tricorp cannot do this alone. For this reason we are affiliated to the Fair Wear Foundation and the Agreement on Sustainable Garments and Textile. We are also a member of Amfori BSCI and the Bangladesh Agreement.

We do not avoid the challenges associated with ICSR, not least the impact of the Covid pandemic. You can read our analysis and the interpretation of our responsibility in this ICSR Policy 2021-2024.

1. OBJECTIVE

Tricorp's general ICSR objective is to fulfil our duty of care to respect human rights and the environment in our supply chain. The concrete meaning of this duty of care will be specified per subject in each ICSR annual plan and, where possible, will be accompanied by critical performance indicators, a timeframe and, if necessary, a budget.

2. STANDARDS

With our ICSR policy, we aim to comply with various (international) human rights and environmental standards which apply to companies and which are related to corporate social responsibility. Although not all standards are legally binding, Tricorp considers them to be so important that it has committed itself to them. We will successively discuss the Sustainable Development Goals, the United Nations Guiding Principles on Business & Human Rights and the OECD guidelines (OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector), the various conventions of the International Labour Organisation (ILO), REACH and the main standards/certifications.

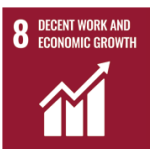


A. SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

For Tricorp, the United Nations sustainable development goals (SDGs) are an important guideline in the interpretation of its ICSR policy. We strive to organise our policy and our production processes in such a way that they make a positive contribution to the SDGs.



We stand for equality on all fronts. Particularly given the high number of female employees in the textile sector in our producing countries, gender will be an important theme in our IMP policy.



We stand for the fact that our workwear is produced without exploitation. That the workers receive a reasonable income, and can do their work under good and safe working conditions, with reasonable terms of employment. And we apply a ban on child labour. We strive to continuously improve this through close dialogue with our suppliers and through our procurement policy.



To our regret and concern, we have to conclude that the textile sector is currently still one of the most polluting sectors. It involves high energy consumption, high CO2 emissions, high water consumption and the use of dyes and chemicals, which can end up in the groundwater. We are therefore working hard to use raw materials correctly and to improve production processes so that they have a lower impact on the environment. Also, we are committed to reusing and recycling our garments.



The production of clothing generates high CO2 emissions, with all the consequences for the climate. We strive to cooperate with our suppliers in projects that reduce the energy burden of clothing production.



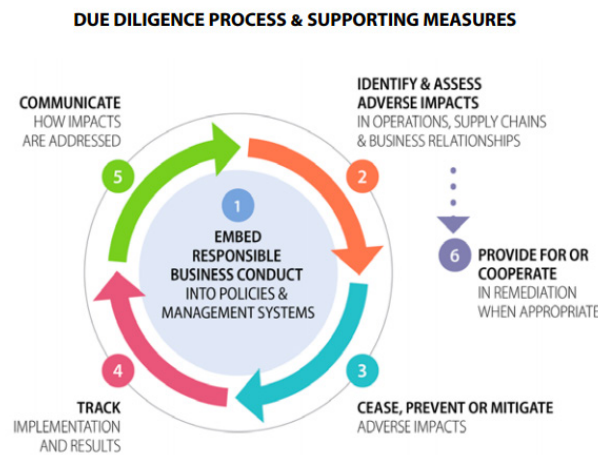
To combat deforestation, our packaging materials are made from recycled cardboard.



We cannot achieve our ICSR ambitions alone. We are committed to working with NGOs and other stakeholders to achieve our goals and will take initiatives to seek dialogue.

B. UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS & HUMAN RIGHTS (UNGP)/ OECD GUIDELINES

The UNGPs and OECD Guidelines are the standard for governments and companies when it comes to the business-related impact on human rights and the environment. Companies are expected to draw up and implement a so-called 'due diligence' policy, which consists of six steps:



The UNGPs are concerned with risk management, on the understanding that these are risks of violations of human rights and/or environmental standards against third parties, and not primarily risks for the company itself. This does not alter the fact that a violation of human rights or the environment can also have adverse consequences for the company itself.

The UNGPs and OECD guidelines indicate that a company must identify the risks on the basis of its production chain. An insight into the entire chain (thus also beyond tier 1) is necessary here. Since not all risks can be addressed simultaneously, a company is expected to prioritise the most serious risks.

For Tricorp, the United Nations Sustainable Development Goals (SDGs) are an important guideline in the interpretation of its ICSR policy. We strive to organise our policy and our production processes in such a way that they make a positive contribution to the SDGs.

C. ILO STANDARDS

The United Nations International Labour Organisation (ILO) has issued a large number of conventions on labour rights for employees worldwide. It is up to the countries themselves whether or not to ratify these. For Tricorp, the ILO conventions are an important touchstone in the discussion of the labour rights of people employed by our suppliers. These important conventions include, but are not limited to: Freedom of Association and Collective Bargaining (Conventions 87 & 98); Protection of Wages (Convention 95); the Minimum Age Convention and Worst Forms of Child Labour Convention (138 & 182); Hours of Work (Conventions 1 & 14); Occupational Safety and Health (Conventions 187, 155 & 161).

Depending on the country where our production chain takes place, we strive to use the content of the respective Conventions as a yardstick for the way in which our collection is produced.

D. REACH

REACH is a European Regulation on the production and trade of chemical substances. Modint has translated this regulation for the textile sector into two lists: RSL (Restricted Substances List), which relates to the end product, and MRSL (Manufacturing Restricted Substances List), which also focuses on the use of chemicals during the production process.

Tricorp complies with both lists in its production process; our suppliers are required to comply with at least the RSL list.

E. STANDARDS/CERTIFICATIONS

There are many different (non-binding) frameworks of standards available within the textile sector that can be used to set up production processes and to serve as the basis for design, material and purchasing decisions, and for assessing the impact on people and/or the environment. Well-known standards in the textile sector include GOTS, OEKO-TEX, GRS, NEN NTA 8195 and Cradle to Cradle. These frameworks of standards are also assessed, on the basis of which a certificate can be obtained in a number of cases. The certificates are an important means enabling Tricorp to verify compliance with the standards.

3. DUE DILIGENCE

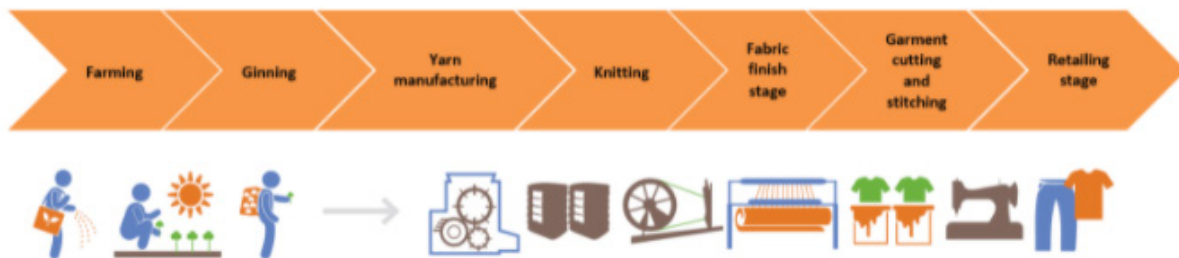
3.1. INTEGRATION OF ICSR INTO POLICY AND MANAGEMENT SYSTEMS

The requirements with regard to ICSR, both in terms of the environment and social issues, are integrated within our internal organisation in various policy documents, process descriptions, procedures and work instructions. As an example, our ICSR criteria are part of Tricorp's Purchasing Policy and Supplier Manual. Also, ICSR is integrated in the New Supplier Cooperation Checklist and the Supplier Assessment. In terms of responsibilities, a permanent board member has ICSR in his portfolio; the two ICSR specialists within Tricorp participate in Purchasing and R&D departmental meetings; they also join the monthly meeting of departmental heads so that ICSR is also on the agenda there.

3.2. RISK ANALYSIS AND ASSESSMENT

3.2.1. VALUE CHAIN ANALYSIS

Our responsibility for sustainability is not limited to our direct chain partners, such as our suppliers in the production chain, but also extends beyond them. This means that it is important to map out our entire production chain and to have an insight into the risks involved in each phase of the chain. We have already taken steps in this direction in cooperation with our suppliers; this will be developed further in the coming years and will be reflected in our ICSR annual plans.



3.2.2. CONTEXT OF THE TEXTILE SECTOR AND PRODUCTION COUNTRIES

Partly as a result of the outsourcing to low-wage countries outside Europe that has occurred since globalisation, the complex production chain, the use and processing of valuable raw materials and the pollution caused during the production process, the textile sector has been identified as a high-risk sector in the context of ICSR. Organisations such as the Fair Wear Foundation and Amfori BSCI have mapped out the main risks within the textile sector; the Agreement on Sustainable Garments and Textile also provides an overview of what member companies should take into account in their risk analysis. The biggest risks are listed below:

- a. Forced labour (lack of free choice of labour);
- b. Absence of freedom of association and collective bargaining;
- c. Absence of a living wage;
- d. Discrimination;
- e. Child labour;
- f. Overtime;
- g. Absence of safe and healthy working conditions;
- h. Absence of employment contracts;
- i. Extraction of raw materials;
- j. Water pollution and use of chemicals, water and energy;
- k. Breach of animal welfare.

Tricorp classifies the risks in the production chain as a result of the coronavirus pandemic under 'absence of safe and healthy working conditions' and under 'absence of a living wage' in situations where a production location is faced with a lockdown; and the risks with regard to the Uyghurs in China under 'forced labour'.

For fashion (with rapidly changing seasonal articles), certain risks may be different than for workwear, where the focus is on a fixed, recurring collection. In that case, there is a positive interest in maintaining long-term relationships with the same suppliers in order to retain the same quality of the collection; this may be beneficial to the management of the aforementioned risks. Moreover, in the case of workwear, the focus is on Never of Out Stock (NOS) and there are fewer changes in collections; as a result, orders can be placed with a much longer order period than is the case with fashion. This can lead to better production planning at the supplier and therefore less risk of excessive overtime in production.

In particular, the political and socio-economic conditions in a production country will determine the assessment of the severity of the aforementioned risks and perhaps other risks as well. It is therefore important to understand these conditions in the various countries and to continue to monitor them. We draw on publicly available documentation from NGOs and other expert reports.

3.2.2. CONTEXT OF THE TEXTILE SECTOR AND PRODUCTION COUNTRIES

Partly on the basis of the country analysis, a risk analysis is also carried out for each supplier; this includes information from external audits conducted and discussions with the suppliers. The rule is that every production location is visited at least once a year, although this has not been possible since 2020 due to the Covid pandemic. The risk analysis for each supplier is also an ongoing activity.

3.3. MEASURES TO PREVENT OR MITIGATE RISKS..

Assuming that not all risks can be addressed (simultaneously), the UNGPs and OECD guidelines indicate that prioritisation is allowed. This prioritisation takes place on the basis of a so-called 'impact assessment' based on scale, scope and irreversibility. The aim is to prioritise and tackle the most serious risks. This risk assessment and prioritisation are discussed in the ICSR plan drawn up by Tricorp each year.

3.3.1. EXCLUSION

The UNGPs and OECD guidelines indicate that risks or impacts may be so serious that a company decides not to do business with the country or supplier in question. Examples include situations of extreme insecurity in a country or serious violations of human rights, such as forced labour at a production site.

If a violation occurs at one production location, Tricorp does not immediately opt for exclusion; we first assess whether it is possible to use our influence to implement measures to remedy the negative impact, in very close consultation with the supplier, and by means of strict monitoring. Only if the measures do not, or do not sufficiently, lead to exclusion can we proceed. For this we apply an exit strategy, as developed by FWF and the Bangladesh Agreement, unless immediate termination is absolutely necessary.

3.4. MONITORING AND EVALUATION

Tricorp uses a fixed structure for monitoring and evaluation, not only with regard to ICSR but for its entire internal management system. To this end a Monitoring & Evaluation Working Procedure has been drawn up, which is integrated into the organisation. Shortcomings and deviations are identified by means of internal and external audits, among other things, and are included and followed up in a Corrective Action Plan. The situation at suppliers is monitored through regular discussions, working visits and by means of external audits. If necessary, joint activities are undertaken with the supplier to prevent or remedy shortcomings.

3.5. COMMUNICATION

Tricorp's ICSR policy will be published on our website. We will also report annually on progress with the implementation process by means of an ICSR annual report.

3.6. REMEDY AND REDRESS

Access to remedy is an essential part of due diligence for us, not only to enable us to hear what is happening in the chain, but also as a signal to tackle risks, repair damage suffered and/or perhaps adjust our policy. We are therefore strongly committed to ensuring that our suppliers have a complaints mechanism. The subject is discussed repeatedly with our suppliers, both to hear whether their employees are aware of this mechanism and to ask whether any complaints have been submitted. The complaints mechanism is also tested via audits.

4. STAKEHOLDER ENGAGEMENT

Stakeholder engagement is an integral part of the careful due diligence of companies. Tricorp attaches great importance to being able to reflect on considerations and choices made with all its stakeholders. A stakeholder meeting will be organised annually to discuss the ICSR policy and its implementation.

