

Code of Conduct

This Code of Conduct has been created by Dare to be B.V. to ensure that marlies|dekkers products are produced responsibly and respectfully. The Code of Conduct applies to all parts of the production chain; Dare to Be BV. as a buyer, our partners, manufacturers, and their suppliers. Dare to Be B.V. has a strategy & policy on Corporate Social Responsibility. Our long-term goals are shared with our suppliers, partners, and stakeholders. To be successful, our policy must resonate to the interest of both sides. We ask all parties to share our values and support us in our CSR program and to work according the standards below.

Our CSR key ambitions are:

- *Empower Women*
'Dare to dream, dare to grow, dare to be' – Marlies Dekkers motto perfectly encompasses the core mission of our brand: female empowerment.
- *Fair & Equal*
To us, fair & equal stands for fair jobs while promoting equal treatment between men and women. It means we will do everything we can to make sure human rights are respected within the company and across our supply chain
- *Sustainable Solutions*
Designing a durable product and advancing the use of responsible and ethically produced materials are some of the main priorities in reducing our environmental footprint, and the areas where we can make the biggest difference. This includes finding sustainable solutions for the materials we use on our products as well as choosing less polluting printing and dying techniques.
- *Product Care*
Outstanding designs, a perfect fit and excellent quality have been our unique selling points from day one. Together with our partners, we strive to make high-quality and durable products

Our common responsibility – Due diligence

Dare to Be B.V. is committed to supporting ethical business conduct, respecting human rights and avoiding complicity in any human rights abuse throughout our company, our operations, our supply chain, and our communities. Our employment practices and policies support the fundamental human rights principles of freely chosen employment, non-discrimination, the elimination of forced and underage labor and the rights of workers to organize and freely associate, as articulated in the International Labour Organization Conventions. These conventions are, along with the relevant UN Declarations and the OECD guidelines, the basis for our Code of Conduct. (appendix 1)

Legal Compliance

Dare to Be B.V. asks suppliers to comply with all applicable laws and regulations, industry minimum standards, OECD guidelines, ILO and UN Conventions, and any other relevant statutory requirements whichever requirements are more stringent.

Social Compliance

Dare to Be B.V. is a member of Amfori-BSCI. Our suppliers are required to comply to Amfori-BSCI what means it is agreed to respect the following eleven labor principles set out in the Amfori BSCI Code of Conduct:

1. *The Rights of Freedom of Association and Collective Bargaining*
The right of workers to form unions or other kinds of workers' associations and to engage in collective bargaining.
2. *Fair remuneration*
The right of workers to receive fair remuneration.
3. *Occupational health and safety*
Insurance of a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.
4. *Special protection for young workers*
Special protection to any workers that are not yet adults.
5. *No bonded, forced labor or human trafficking*
no engagement in any form of forced servitude, trafficked or non-voluntary labor.
6. *Ethical business behavior*
No toleration of any acts of corruption, extortion, embezzlement, or bribery.
7. *No discrimination, violence or harassment*
Equal opportunities for men and women and no discrimination, violence or harassment against workers in any form.
8. *Decent working hours*
Follow the law regarding hours of work.
9. *No child labour*
No hiring of any worker below the legal minimum age.
10. *No precarious employment*
Workers are hired based on understandable documented contracts in their own language according to the law.
11. *Protection of the environment*
Necessary measures are taken to avoid environmental degradation.

Amfori-BSCI audit results are discussed with the suppliers and monitored on a regular basis. A Corrective Action Plan (CAP) with specific objectives is required for the areas that need improvement and we discuss how to achieve improved audit results after measures taken.

Gender equality and female empowerment

Our brand mission is to empower women. We care for women and take initiatives to support our female forward philosophy. We expect our suppliers to be active and transparent about salaries and equal treatment between men and women.

Environmental Compliance

Materials

The top four of used materials are polyamide, polyester, cotton & elastane. We have prioritized these four materials in finding sustainable replacements. Our suppliers are involved in this process and we require active sourcing for sustainable materials from their tier 2,3 & 4 suppliers. It is our long-term goal to find sustainable solutions for every material we use. One of our key ambitions is to create transparency in our chain therefore we require an overview of our tier 1, 2, 3 and 4 suppliers.

Recycled materials

In order to control the process of our recycled materials as well as the social and environmental impact, we require the Global Recycle Standard (GRS). GRS is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions.

Animal welfare

Dare to Be BV. does not allow to include any materials of animal origin in their products.

Restricted Substances

Chemicals are used in processes such as printing, bleaching & dyeing. To protect the people who produce, the environment & our consumers, we require compliance to 'Standard 100 by OEKO-TEX®' from our suppliers. OEKO-TEX® is a product label for textiles & accessories that have been tested for harmful substances. The tests for harmful substances and the measures of Standard 100 by OEKO-TEX® include requirements of the REACH Regulation.

Product packaging

Since plastic is non-biodegradable, recycling it is a part of global efforts to reduce plastic in the waste stream. Dare to Be BV asks our suppliers to use recycled & recyclable plastics for our packaging and we continue our search for more sustainable solutions.

Management System, Monitoring and verification

The supplier company shall define and implement a policy for social accountability, a system to ensure the Code of Conduct, Environmental and Human Health criteria can be met as well as establish and follow an anti-corruption policy in all their business activities. Management is responsible for the correct implementation and continuous improvement by taking corrective measures and periodical review of the Code of Conduct, as well as the communication of the requirements of the Code of Conduct to all employees and subcontractors. It shall also address employees' concerns of non-compliance with this Code of Conduct.

Transparency

Transparency is a fundamental component of Dare to Be B.V.'s strategy and our business relationships. To achieve overall conformity, transparency and traceability into all levels of the supply chain is paramount. The supplier company is responsible for ensuring social and environmental compliance and the integrity of the product content claims from tier 1 to finished goods.

Dare to Be B.V. requires supplier company to disclose all production locations and guarantee that goods for Dare to Be B.V. are exclusively manufactured at the locations indicated. Dare to Be B.V. also requires the supplier to map and continuously track and monitor their supply chain and to provide transparent information into the owned and/or subcontracted farms, mills, plants, factories and other sites that are involved in the manufacture of our products.

Relevant documentation must be maintained for auditing and validating purposes.

Unannounced visits to all units producing goods or services are allowed at any time.

Dare to Be B.V. also reserves the right to appoint an independent third party of our choice to conduct audits. During audits or validations we require access to all areas of the premises, to all documents and to all employees for interviews.

The audits or validations aim to identify gaps between the requirements in this CoC and the actual practices and conditions in the factory. The audited or validated company will be given the opportunity to propose and implement a Corrective Action Plan (CAP). Dare to Be B.V. will follow up the implementation of the plan and check whether all findings have been remediated. A supplier failing to undertake these improvements within the indicated time frame could damage its relationship with Dare to Be B.V. Unwillingness to cooperate or repeated serious violations of the CoC and national/local law may lead to reduced business and ultimately termination of the business relationship. Dare to Be B.V. will follow the amfori BSCI Zero-Tolerance protocol.

Dare to Be BV buyer commitment:

- Continuously working to improve our policies and practises to enable our suppliers to meet their commitments as outlined in this Code of Conduct.
- Treating our suppliers with respect and consideration in all our dealings and communications.
- Communicating clearly, promptly and accurately on all issues concerning products and orders.
- Refraining from changing orders repeatedly and with short notice. If changes are unavoidable, amending deliveries accordingly.
- Placing orders with lead-times that do not trigger excessive working hours.
- Offer a fair order quantity split amongst our suppliers.
- Taking pay and working conditions into consideration when reviewing our business relationship, rather than ending a business relationship purely on the grounds of price or quality.
- Providing practical support to our suppliers in striving to meet their obligations under this Code of Conduct.

To proceed

The following documents should be provided. If not possible please provide us with enough information to prove the origin and sustainability of our products.

General Information

- Completed Sourcing List

Social Compliance:

- All subcontractors must be known and listed
- Company Policy on CSR
- A valid Amfori-BSCI audit report
- A Corrective Action Plan (CAP) and regularly update

Environmental Compliancy:

- Environmental company policy
- Valid Oeko-Tex certificate for factory's and materials used
- Valid GRS-certificate

Date:

Signatures

Miranda Martinez
Chief product & Sustainability officer

Supplier

APPENDIX 1

Dare to Be BV supports the Conventions of the International Labour Organisation (ILO) and expects suppliers to act in accordance with the conventions of the ILO.

Freedom of Association and the Right to Collective Bargaining

ILO Conventions 11, 87, 98, 135 and 154.

The right of all workers to form and join trade unions and bargain collectively shall be recognised. The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions.

Payment of a living wage

ILO Conventions 26 and 131.

Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. Deductions from wages for disciplinary measures shall not be permitted nor shall any deductions from wages not provided for by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.

Safe and healthy working conditions

ILO Convention 155 and ILO recommendations 164 and 190.

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimise health risks as much as possible. Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer is strictly prohibited.

Young employees, in particular, will not be exposed to high-risk, unsafe or unhealthy conditions.

Prohibition of Child Labour

ILO Conventions 10, 79, 138, 142 and 182 and Recommendation 146.

There shall be no use of child labour. "The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years." "There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour. Young workers [in the age of 15-18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals." Children and young persons under 18 shall not be employed at night or in hazardous conditions.

Where young workers are employed, business partners should ensure that the kind of work is not likely to be harmful to their health or development; their working hours do not prejudice their attendance at school, their participation in vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programs.

Business partners shall set the necessary mechanisms to prevent, identify and mitigate harm to young workers; with special attention to the access young workers shall have to effective grievance mechanisms and to Occupational Health and Safety trainings schemes and programmes.

No Bonded Labour, Forced Labour or Human Trafficking

ILO Conventions 29 and 105 and ILO Protocol 29

Business partners shall adhere to relevant ILO Conventions and not engage in, or through business partners, be complicit to any form of servitude, forced, bonded, indentured, trafficked or nonvoluntary labour. Mental and physical coercion, slavery, state imposed forced labour and human trafficking are prohibited throughout our supply chain. Business partners will risk allegations of complicity if they benefit from the use of such forms of labour by their business partners.

Business partners shall act with special diligence when engaging and recruiting migrant workers both directly and indirectly. This responsibility encompasses adhering to international principles of fair responsible recruitment, including the Employer Pays Principle, and requiring the same from their recruitment partners, when engaging and recruiting all workers, either directly or indirectly. As a minimum this responsibility includes:

- No recruitment fees and costs are charged to workers;
- Clear and transparent employment contracts;
- Workers' freedom from deception and coercion;
- Freedom of movement and no retention of identity documents;
- Access to free, comprehensive, and accurate information;
- Freedom to terminate contract, change employer, and safely return;
- Access to free dispute resolution and effective remedies;
- Based on the same international principles, Business partners shall progressively compensate the damages incurred to the workers within a reasonable timeframe, if historical or actual failure of adherence to principles is identified.

Business partners shall allow their workers the right to leave work and freely terminate their employment provided that workers give reasonable notice to the employer.

Business partners shall ensure that workers are not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse.

All disciplinary procedures must be established in writing and are to be explained verbally to workers in their own language in clear and understandable terms.

Prohibition of Discrimination, Violence or Harassment

ILO Conventions 100, 111, 143, 158, 159, 169, 183 and 190.

No discrimination shall be tolerated in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in workers' organisations including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, or any other condition that could give rise to discrimination.

In particular, workers shall not be subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace, as well as threats of violence and abuse, including corporal punishment, verbal, physical, sexual, economic or psychological abuse, mental or physical coercion, or other forms of harassment or intimidation.

Working Hours

ILO Conventions 1 and 14 and ILO Recommendation 116.

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours

per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

Workers must be able to refuse to work overtime without any form of penalty. Workers who refuse overtime must not be denied the opportunity to work overtime in the future.

Legally binding employment relationship

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger workers shall be given the opportunity to participate in education and training programmes.

Environmental Responsibility

Suppliers should assess significant environmental impact of operations, and establish effective policies and procedures that reflect their environmental responsibility. They will seek to implement adequate measures to prevent or minimise adverse effects on the community, natural resources and the overall environment. Dare to Be B.V. asks suppliers to have procedures and standards for the handling and disposal of chemicals and other dangerous materials, waste management, emissions and effluent treatment. The procedures and standards must meet at least the minimum legal requirements.

Date:

Signatures

Miranda Martinez
Chief product & Sustainability officer

Supplier