

COMPLIANCE REPORTING CHANNELS AND

REPORTING SYSTEMS

Reporting channels are one of the central components of the Takko Fashion Compliance Management System. With this reporting channel, we give employees and third parties who have discovered a compliance risk or violation the opportunity to contact us and report the risk or violation. Tips can be submitted publicly or anonymously.

You can report the following compliance risks or violations:

- illegal activities and forbearances punishable by prosecution or a fine (criminal activity or statute violations);
- human rights and environmental risks and violations;
- violations of internal corporate regulations

Please note that tips not relating to compliance cannot be processed. If you have a non-compliance-related tip to submit, please contact our **Customer Service**.

You can learn more about the processing of tips and the respective procedure **here**.

Additional language versions:

- Arab إجراءات تقديم الشكاوى على نظام الشكاوى والمبلغين عن المخالفات
- Bengali অভিযোগ ও হুইসেলব্লোয়ার সিস্টেমে অভিযোগ দায়ের পদ্ধতি
- Burm_တိုင်ကြားမှုနှင့် လျှို့ဝှက်တိုင်ကြားသူများစနစ်၏ တိုင်ကြားရေး လုပ်ထုံးလုပ်နည်းများ
- Chin 关于投诉举报系统的投诉程序
- Hindi_शिकायत और मुखबिर प्रणाली पर शिकायत करने की प्रक्रिया
- Khmer ដំណើរការបណ្តឹងតវ៉ាលើបណ្តឹងតវ៉ា និងប្រព័ន្ធអ្នករាយការណ៍
- Port Procedimento de reclamações sobre o sistema de queixas e denúncias
- Türk Şikâyet ve ihbar sistemi için şikayet prosedürü
- Urdu شکایات اور وسل بلور سسٹم پر شکایات کا طریقہ کار
- Viet Thủ tục khiếu nại trên hệ thống khiếu nại và tố giác

Tips concerning potential compliance risks or violations can be submitted via the following reporting channels:

ONLINE REPORTING SYSTEM

Tips can be submitted publicly or anonymously. We offer a software-based solution with which reports can be accurately and swiftly submitted by means of preformulated questions. You can access the online reporting system here:

TO THE REPORTING SYSTEM

COMPLIANCE OFFICER

Via post:
Personal / confidential
Takko Fashion GmbH
Compliance Officer
Alfred-Krupp-Straße 21

48291 Telgte
Germany

E-mail: compliance(at)takko.de

Telephone: +49 2504 923 100

ADDITIONAL MECHANISMS FOR SUBMITTING COMPLAINTS

Takko Fashion uses international supply chain structures, which is why human rights and environmental grievances cannot be ruled out. The aforementioned reporting channels as well as a complaint submission mechanism are available in order for Takko Fashion to fulfil its human rights due diligence obligations.

As a member of the Fair Wear Foundation, we provide an additional reporting channel to reporting persons within the supply chains. Further information on the Fair Wear Foundation complaints procedure can be found **here**.

PUBLISHED REPORTS

Takko Fashion has published a report on its supply chain due diligence. You can find the reports for the reporting periods:

- 01/01/2023 to 31/01/2023 **here**
- 01/02/2023 to 31/01/2024 **here**