



Human Rights Are Non-Negotiable

Human rights are something that affects all of us. As a global business, we accept social responsibility for the people at our own locations as well as within our supply chain. And in doing so, we support people around the world in overcoming social challenges.

Our Riskmanagement System

To identify and minimize human rights and environmental risks in our supply chain at an early stage, we apply [risk management system](#) based on the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidelines, and the requirements of the German Supply Chain Due Diligence Act. In doing so, we proceed in four steps: We analyze the risks in our supply chain, implement preventive measures wherever necessary to prevent risks from occurring, and take remedial action where damage could not be prevented. We also talk publicly about what we are doing and make the risks in our supply chain transparent through reporting.



Fulfilling our Standards: Code of Conduct and Auditing

Compliance with our Code of Conduct for the procurement of goods is a prerequisite for the start and continuation of a business relationship with our suppliers. Among other things, this code clearly prohibits child labor and forced labor and sets out requirements for wages and working hours, health and safety at the workplace, the freedom to unionize for all workers and environmental and animal protection principles. Our regulations are based on the core labor standards of the International Labor Organization (ILO). To ensure that the standards and guidelines set out in the Code of Conduct are observed in our supply chain, we conduct regular

audits at our suppliers' production units to monitor compliance with our standards and identify potential risks. As part of the German Supply Chain Duty of Care Act, we have set up a reporting system through which people in our supply chain can anonymously and confidentially forward complaints and information about violations of our standards to us. We record these reports and follow them up consistently.



Complaints Procedure

Violations can be reported to complaints@fairwear.org or via <https://soliver-group.hintbox.eu>. The rules of procedure for the complaints procedure in [German](#) and [English](#) can be downloaded under Grievance Policy.

How can we promote fairer working conditions?

Our audits are an important element of our risk management and support the verification of compliance with our social and environmental standards. However, in the long term, audits alone can only contribute to sustainable improvements in working conditions to a limited extent.

Since 2022, we have therefore continuously expanded our social program to support workers in our supply chain in asserting their rights. This includes, among other things, social dialogue trainings aimed at improving structures within factories over the long term and proactively mitigating risks.

We will continue our close collaboration with the Fair Wear Foundation, which has been built up over recent years, as part of our established grievance mechanism. Access to an independent, trustworthy channel for complaints remains a key component in strengthening labor rights.

Local trade unions and civil society organizations also play a central role in advancing fair working conditions. We aim to strengthen these organizations as legitimate representatives of rights holders—because real improvements primarily occur when local actors are able to represent their interests autonomously. We have also reaffirmed this goal through our joint declaration of intent with other brands and the BMZ. In this context, we actively participate in meaningful stakeholder engagement formats to ensure that workers' perspectives are systematically integrated into our processes.



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Overview

About Us

Our History

Our Locations

- [Career](#)

Overview

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Our Teams

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Your Application

Job Portal

- [Responsibility](#)

Overview

Sustainability Strategy

People

Planet

Future

Downloads

Sustainability Report

- [Brands](#)

Overview

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- [News](#)

Overview

News

Press Contacts

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