



# Policy statement on social responsibility and sustainability

CHARLE – premium haberdashery



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The CHARLE - premium haberdashery brand stands for organic elastics and non-elastic ribbons that are developed in Germany and produced in Austria. We use certified organic cotton (kbA), TENCEL™ Lyocell and natural rubber (REACH, OEKO-TEX Standard 100) for the production of our rubber bands.

Our relationships with our producers, suppliers and customers are based on partnership and trust.

When procuring our raw materials and materials, we ensure that transport routes are as short as possible. The harmony between people, nature and the environment is a matter close to our hearts.

### Our CSR (Corporate Social Responsibility) self-commitment

As a young, independent family business, it has been a matter of course to take social and ecological responsibility towards society from the very beginning.

We act in accordance with the guiding principles of the United Nations (UN), under which both the state has a duty and we as a company have a responsibility to respect and protect human rights. Our guidelines for a future fit for grandchildren are the 17 sustainability goals of the United Nations, which were adopted in a global treaty on the future. In particular, we aim to achieve the following 6 goals:





## Human rights & labour standards

We oppose all forms of forced labour and child labour in accordance with the principles of the UN Global Compact. With our membership of Fair Rubber e. V., we pursue the goal of improving the working and living conditions of primary producers of natural rubber through the practical implementation of the principles of fair trade and supporting environmentally friendly production.

We reject any form of discrimination against employees and applicants.

## Environmental protection

Protecting resources and the environment is important to us along the entire value chain. When sourcing materials, we ensure short transport routes. For example, our cotton comes from the Aegean region (Turkey). Rubber trees (*Hevea Brasiliensis*) only grow on the equator. Our rubber threads from Malaysia have the longest journey to us. We strive to reduce our CO<sub>2</sub> footprint by supporting privately organised forest reforestation in the Franconian Forest and paying CO<sub>2</sub> compensation for transport.

Our production is orientated towards waste avoidance. In this context, we can even do without a commercial waste bin. One of our Austrian production sites obtains its electricity and heat from its own hydroelectric and combined heat and power plant. The second partner production facility obtains its electricity from solar energy via a photovoltaic plant on the production roof. Our Berlin studio uses pure green electricity, 100% of which is generated in Germany. We consistently endeavour to reduce our CO<sub>2</sub> footprint.



## Corruption

We expressly speak out against any form of corruption, extortion and bribery towards our business partners, suppliers, customers and employees.

Berlin, 01/01/2024

Mandy Geddert  
Owner