

GERMAN DUE DILIGENCE ACT WITH HOHENSTEIN

German Due Diligence Act – Valid since 1st of March 2023

- German companies with more than 3000 employees are concerned.
- From 2024, the scope of application will be extended to companies with more than 1000 employees.

The scope of application extends to own business units, direct and indirect suppliers if there are indications of human rights violations and environmental damage.

WHAT IS REQUIRED?

RESPECT FOR HUMAN RIGHTS & ENVIRONMENTAL DUE DILIGENCE

- Adopt a policy statement
- Establish a risk management system
- Conduct a risk analysis
- Anchoring preventive measures
- Establish corrective measures in case of violations
- Establish a complaints procedure
- Documentation and annual reporting

RISK AREAS

Minimum age	Freedom of association	Excessive use of force by security forces
Bad forms of child labour	Equal treatment at work, including equal pay	Other manifestly unlawful conduct that may directly affect human rights in a particularly serious manner
Forced labour	Reasonable wage	Mercury
Slavery	Harmful environmental changes that can significantly affect people	Persistent organic pollutants
Health risks at work	Land grabbing	Dangerous waste

HOHENSTEIN DUE DILIGENCE

EVALUATE YOUR MATURITY LEVEL

A. You are already extensively prepared for the Supply Chain Act, have strategies and responsibilities?

The certification schemes responsible Business and the German governmental Green Button can be a suitable approach.

OEKO-TEX® RESPONSIBLE BUSINESS

DUE DILIGENCE ELEMENTS OF EVALUATION

- Business policy
- Risk analysis
- Integration of appropriate actions
- Continuous monitoring
- Transparent communication
- Complaint mechanism



Grüner Knopf 2.0

The government-run certification label for sustainable textiles

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CORPORATE DUE DILIGENCE PROCESSES <ul style="list-style-type: none"> • Policy statement • Risk Analysis Prevention • Reporting • Complaints mechanisms <p>→ Green Button Audit by Hohenstein</p>		REQUIREMENTS FOR SUSTAINABLE PRODUCTS <ul style="list-style-type: none"> • Proof of use of approved fibres and materials <p>→ Virgin Polyester OEKO-TEX® STANDARD 100</p>		REQUIREMENTS FOR SUSTAINABLE PRODUCTION PROCESSES <ul style="list-style-type: none"> • Confection • Wet processes <p>→ OEKO-TEX® MADE IN GREEN for production processes</p>

B. You are already sure about your strategy, but some aspects are still missing to fulfil the Supply Chain Act?

- **Anamnesis**
In a workshop format, we analyze your current developments, strategies and business actions
- **Gap analysis**
Together we find out the gaps in terms of sustainability action and write a roadmap to define roles and responsibilities for improving sustainability development

C. The task of the Supply Chain Act seems overwhelming?

- **Customized solution**
Together we discuss what a suitable, realistic and pragmatic way is to work towards due diligence in your supply chain
- **Project support**
Tailor made support for your current situation can be done by our colleagues internationally or on local level