



Information about the introduction of the helsa® Compliance and Safety Standard

helsa® Fashion Shaping enjoys a worldwide reputation as a successful manufacturer of branded products for the clothing industry for 70 years. Over the years, **helsa®** has set the benchmark for its success not only in terms of economically measurable goals, but also the binding adherence to statutory and voluntary rules. The broad protection of all employees worldwide and the environment is an integral part of the company policy, because we as **helsa®** are committed to humane and environmental responsibility.

Thus, the **helsa® Code of Conduct** provided a clear guideline for the assurance of legal and ethical conduct for all **helsa®** products and services. In addition, we have developed an instrument that ensures that the ethical, social and environmental standards implemented are continually improved and monitored in all plants. This instrument is the **helsa® Compliance and Safety Standard, hCSS**.

The **hCSS** specifies concrete requirements for four areas - people, machines, buildings and general items - which each **helsa®** plant has to fulfil and which are audited annually. A trained auditor, who is a professional for work place safety, energy and waste management and general environmental protection, carries out this audit.

If a location passes the audit, the **hCSS** certificate is issued, which is valid for one year. If the audit is not successful, a follow-up audit takes place within a period of 3 months. The cost of each audit has to be paid by the respective location.

Test criteria are:

1. Category: "People"

Implementation of personal protective measures such as ear protection, eye protection, respiratory protection and safety shoes

2. Category: „Machines“

All machines must either have CE conformity or comply with the locally required standards

3. Category: "Building"

Fire protection, marking of the escape routes, emergency escape plans, if necessary earth quake safety certificates

4. Category: "General"

Each production site must designate a safety inspector and an appropriate number of first aid officers. In addition, projects for waste prevention and recycling as well as for energy management are to be launched.

A handwritten signature in black ink, appearing to read "S. Frerk".

Stephan Frerk
CEO helsa® Fashion Shaping

A handwritten signature in black ink, appearing to read "G. Homski".

Gerd Homski
CTO helsa® Fashion Shaping