

GERRY WEBER

INTERNATIONAL AG

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SUSTAIN
ABILITY

SUSTAIN- ABLE VALUES

LIVING SUSTAINABILITY

Sustainable management and social responsibility are two of the key values which form the very foundation of everything we do at GERRY WEBER Int. AG. Both serve as the basis for forward-looking and value based corporate governance. We have set ourselves the task to achieve all objectives we have defined with regard to social and environmental responsibility without losing sight of the corporate goal of profitable growth.

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FOREWORD

A portrait of Ralf Weber, a middle-aged man with short brown hair and blue eyes, smiling. He is wearing a dark blue suit jacket, a white dress shirt, and a grey patterned tie. The background is white.

“Our employees are the foundation of our sustainability policy.”

Ralf WEBER, Chief Executive Officer, GERRY WEBER International AG

BY THE MANAG

>G4-01

Words and actions

Foreword by the Managing Board

Dear customers, partners and friends of our company, dear readers,

In view of the growing number of problems resulting from environmental pollution, the consumption of finite resources, climate change and other environmental impacts, sustainable behaviour and action are becoming increasingly important in all areas of life.

As a global fashion and lifestyle company, as an important employer in the region but also with a view to our customers, we are committed to good corporate governance. Sustainable management and innovative ideas can help save resources – and changes within our organisation may turn out to be worthwhile investments in the future. A comprehensive energy management system, for instance, not only helps protect the environment but also cuts our operating costs significantly. Read our report on page 12 et seq.

Moreover, all our activities focus on resource-efficient production. We intend to reduce the environmental impact of our manufacturing processes substantially in the coming years. The certification to the Global Organic Textile Standard (GOTS) we obtained in 2017 is an important step in this direction. At the same time, it means that we meet the requirements of the Textiles Partnership we joined in 2015. Read more on page 18 et seq.

Our GERRY WEBER stores have introduced paper bags instead of plastic bags, for which we charge a fee. The proceeds

from the sale of the bags go towards a good cause. Read our report on the projects supported by “Viva con Agua” on page 16 et seq.

GERRY WEBER International AG is committed to operating in a responsible and sustainable manner now and in the future. We take our responsibility towards humanity, the environment and nature seriously and have firmly anchored sustainable thinking and sustainable management in our long-term corporate objectives – and we want our company to be measured against the achievement of the objectives we have set ourselves.

Today already, we encourage our employees to rethink and to act in a sustainable manner by educating them, by providing them with an insight into environmental protection and sustainability and by involving them as much as possible in any planned changes. Our employees are encouraged to assume responsibility for their own behaviour and embrace our sustainable policies out of conviction. This makes them the strongest supporters of sustainability in our organisation.

To us, corporate sustainability means reconciling business requirements with environmental and social aspects. We aim to constantly improve the respectful interaction with humans, animals and nature.

This year's Sustainability Report is shorter than previous reports, as GERRY WEBER is in the process of revising its sustainability strategy. The present report should therefore primarily be regarded as a “set of figures” to update you on our sustainability performance. It also presents selected projects to build a bridge to the new strategy, which we will present in the next report. We thank you very much for your interest and your trust in the GERRY WEBER Group.

Ralf WEBER
Chief Executive Officer



ING BOARD

5 STRONG BRANDS

Women across the globe are enthusiastic about the GERRY WEBER Core brands, GERRY WEBER, TAIFUN, SAMOON, and talk about which stand for an active lifestyle – exciting, modern and feminine.



HALLHUBER

Munich-based fashion company HALLHUBER complements the brand portfolio with young and urbane fashion.

TAIFUN



GERRY WEBER



>G4-O4

GERRY WEBER Collection offers complete feminine outfits with perfectly matched cuts and colours, which ensure that the individual items can be combined to perfection. GERRY WEBER EDITION is a fresh and trendy lifestyle brand – casual, individual and authentic. The young GERRY WEBER Casual collection offers uncomplicated casual fashion combining sporty and feminine elements.

SAMOON by GERRY WEBER is our brand for plus sizes. It stands for casual, self-confident fashion products made from high-quality materials and offering a perfect fit to show women's curves in a favourable light so that they can feel good about themselves.

HALLHUBER complements our brand portfolio for fashion-conscious women and offers a unique choice of ready-to-wear items, accessories, bags and shoes to create individualised looks. Every two weeks, HALLHUBER presents highly up-to-date collections which offer countless possibilities for combination and always reflect the current zeitgeist.

TAIFUN stands for international, feminine and urbane fashion that is trend-oriented but also suitable for business occasions. Casual individual items are offered under the TAIFUN Separates label.

talkabout, our youngest brand, stands for a fashionable lifestyle that is not defined by age but by attitude, by a love for high-quality materials and unconventional cuts.

IN
SPIR
ED

The GERRY WEBER licensed collections: Together with the GERRY WEBER accessories, our licensed collections – GERRY WEBER Bags, GERRY WEBER Shoes, GERRY WEBER Jewelry and GERRY WEBER Eyewear – expand the fashion and lifestyle world of GERRY WEBER.



THE GERRY WEBER

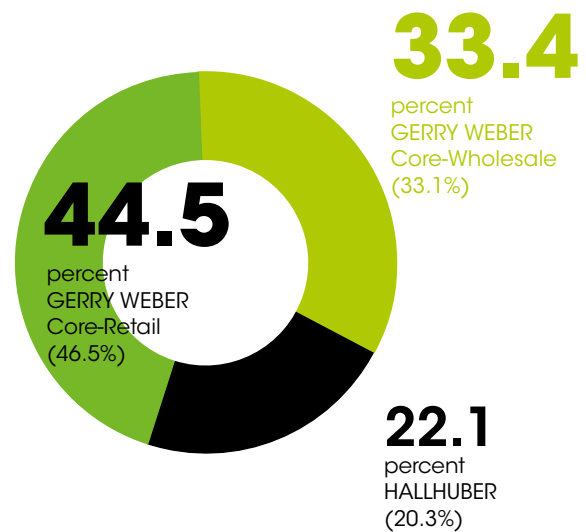
>G4-03 Headquartered in Halle/Westphalia, GERRY WEBER
>G4-05 International AG is one of the best known and most successful fashion and lifestyle companies in Germany. The exceptional story of GERRY WEBER International AG began in 1973 with the vision of a new kind of combination of fashion, lifestyle and experience. The intuition, the visions and the determination of the founders and a strong team resulted in today's international company which is listed in the stock market

>G4-06 For further information on the business model, the corporate
>G4-07 structure and the output markets of the GERRY WEBER
>G4-08 Group, please refer to the Annual Report for 2016/17.
>G4-09
>G4-13



<https://irpages2.eqs.com/download/companies/gerryweber/Annual%20Reports/DE0003304101-JA-2016-EQE-00.pdf>

 **Sales revenues 2016 / 17 by segments**
(previous year in parentheses)



Distribution channels

GERRY WEBER							
RETAIL			WHOLESALE			HALLHUBER	
Company-managed retail stores GERRY WEBER Stores Monolabel Stores Factory Outlets	Concession stores Shop-in-shop systems managed by GERRY WEBER	E-commerce/ Online shops Online shop: nationally or internationally integrated shops for all three brands	Franchise GERRY WEBER stores managed by our franchise partners	Shop-in-Shops Branded shop-in-shops which are managed by our Wholesale partners	Multilabel stores Several labels are presented simultaneously without separate branding	Mono-label stores und concession stores HALLHUBER stand alone stores and concession stores	E-commerce/ Online shops HALLHUBER managed online shops as well as extremal distribution platforms
			Partnership schemes*				

*Merchandise management partly handled by GERRY WEBER

GROUP



Sustainable business management and social responsibility have traditionally been key values of GERRY WEBER International AG and form the basis of forward-looking and value-based corporate governance. We are committed to attaining all the objectives we have set ourselves with regard to social and environmental responsibility, without ever losing sight of our goal to generate profitable growth. For us it goes without saying that elementary human and labour rights are respected in the manufacture of our products.

“Sustainable action is a fundamental principle of corporate responsibility.”

Ralf WEBER, CEO

As a global fashion and lifestyle company, the GERRY WEBER Group produces its garments in different regions of the world. The company aims to offer its high-quality products at a fair price-performance ratio without compromising on its values and its social responsibility, which is also in the interest of our customers.

It is therefore an integral element of GERRY WEBER's procurement strategy to purchase high-quality goods produced under socially and environmentally compatible conditions. We feel it is our obligation to source products only from those manufacturers who meet our social and environmental standards. To document, improve and secure these standards, we set up a Corporate Social Responsibility unit in 2010, which firmly anchors sustainability-related topics in our corporate governance and human resources policy.

In 2014, we established a CSR reporting system to ensure consistent disclosure of our sustainability activities and figures. We continue to pursue our CSR objectives with great determination. In the current fiscal year, we will additionally develop a Group-wide sustainability strategy as well as new focal points on which we will report in detail in the Sustainability Report for the fiscal year 2017/2018.

CORPO- RATE STRATEGY

VALUES AND GUIDELINES

- >G4-15 The basis of our values is reflected in the Code of
- >G4-16 Conduct for our Managing Board, our executives
- >G4-56 and our worldwide employees as well as in the Code of Conduct and the Social Compliance Agreement signed by every supplier as the basis for cooperation.

Based on this set of rules, we started in 2017 to fill the 3 core values

trust, responsibility and reliability

with new life and to develop a new mission statement together with our employees. They can make suggestions to actively shape the transformation of our company – and, as a strong team, help make GERRY WEBER viable and successful in the long term.

Compliance

In the reporting period, there were no cases of non-compliance or justified complaints regarding the abuse or loss of customer data. We received reports from customers regarding fake shops on the Internet. These cases were investigated and the operators of such shops were prosecuted. Customers are warned on our website and informed as to how fake shops can be identified. In addition, the Chief Compliance Officer and the Ombudsman received 14 diverse inquiries in the fiscal year 2015/16 and 15 diverse inquiries in the fiscal year 2016/17. All of them were properly processed and concrete measures were initiated where necessary.



For more information, see the Compliance Brochure at <https://group.GERRYWEBER.com/en/company/compliance>

Memberships of and cooperations with associations

As a global player operating in the clothing industry, we have collected a wealth of professional knowledge and experience over the past years and decades. This facilitates a broad exchange of knowledge and opinions with other players in our sector as well as with stakeholders, which we use in various associations and initiatives to gain new ideas, insights and contacts.

- In 2010, we became an active member of the **Business Social Compliance Initiative (BSCI)**. We have joined various working groups to make sure that our global suppliers comply with and improve international labour and social standards. By joining forces with some 2,000 companies, we systematically work to achieve improvements along the supply chain and pool our resources to reach our shared objectives. This is described in detail below.



- **Dialog Textil-Bekleidung (DTB)** is a communication platform we use regularly. Companies working all along the textile chain have formed working groups to address tasks and issues and develop potential solutions to improve the quality of their products. The dialogue between the partners of the textiles and clothing industry and retailers increases the efficiency and the competitiveness of its international members.





“We are convinced that fundamental improvements along the supply chain can be achieved only if all relevant players join forces. This is why GERRY WEBER joined the Partnership for Sustainable Textiles in 2015.”

**Annette Koch,
Head of CSR**

Partnership for sustainable textiles

Governments, enterprises, non-governmental organisations, trade unions and standardisation bodies can all contribute to improving and aligning social and environmental conditions along the supply chain in the long term. The Textiles Partnership was founded with the purpose of bringing these actor groups together. GERRY WEBER committed to making a meaningful contribution and therefore joined the partnership in 2015.

Within the Textiles Partnership, representatives of the individual actor groups are organised in six working groups. The members of GERRY WEBER's CSR team have a mandate for “Social Standards and Living Wages” and “Natural Fibres”. The working groups meet several times per year for a discussion among equals. Their task is to define standards and measures to which all members of the Textiles Partnership commit themselves.

To complement these activities, we have defined binding objectives in our roadmap for 2018 which are in line with the objectives of the Sustainability Report and with the requirements of the Global Reporting Initiative (GRI).

For more information on the Textiles Partnership, visit <https://www.textilbuendnis.com>.



- **GermanFashion Modeverband Deutschland e.V.** represents the German fashion industry, assists its member companies with all industry-specific and current issues and represents them vis-à-vis legislators, local authorities and other organisations.



- **Gesamtverband der deutschen Textil- und Mode-industrie e. V. (textil+mode)** represents the industry in matters relating to economic policy and, in its capacity as an employers' federation, in the field of social policy and collective bargaining. The association aims to secure the innovation capacity and, hence, the leading position of Germany's textile and fashion companies worldwide and to highlight the attractiveness of Germany as a place for business both in Germany and abroad.



KEY TOPICS

>G4-18 We have defined a total of eleven topics which our stakeholders regard as very important and which the Managing Board has classified as crucial to the success of the GERRY WEBER Group. In a dialogue with our stakeholders, we found out that **the following key topics**, which were already addressed in detail in the first Sustainability Report, remained relevant in the reporting period:

- >G4-20 · economic performance
- >G4-21 · social responsibility in the supply chain
- compliance with human rights
- environmental responsibility along the supply chain
- employee safety
- employee satisfaction
- employee retention
- customer safety
- customer satisfaction
- procurement
- product safety

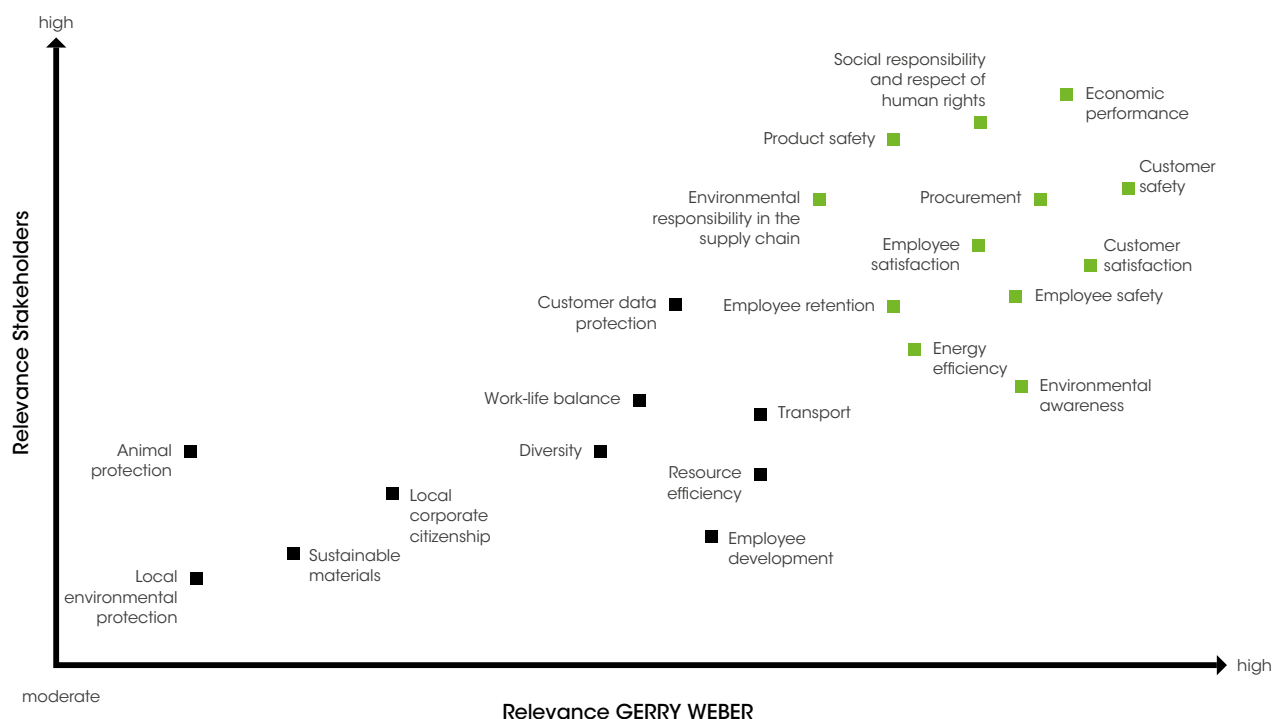
In addition, another two focal topics have emerged, which are addressed in detail below:

- energy efficiency
- environmental awareness

In order to ensure that the changing external and internal influencing factors for GERRY WEBER are adequately reflected in the future, a materiality analysis will be conducted to determine the topics for the 2018 reporting period.



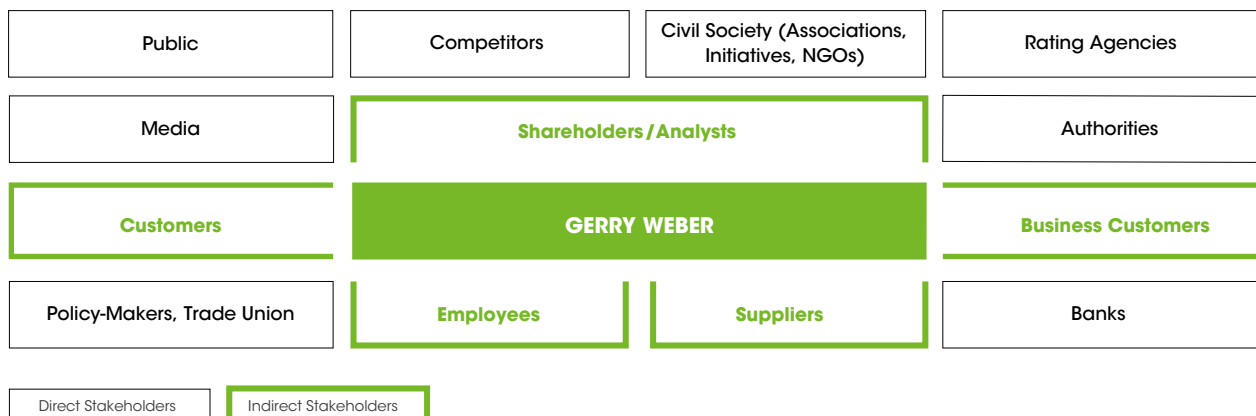
Our materiality matrix



>G4-24



Our indirect and direct stakeholders



>G4-20

Report boundaries

>G4-21

The overview below shows the identified material topics in relation to the three fields of **economy**, **environment** and **society** as well as the areas/players they affect:

Area / Topic	Explanation	Topic is relevant for	Relevant within the company	Relevant outside the company
Economy				
Performance	Economic performance indicator	Own business operations	x	
Procurement	Cooperation with suppliers; focus on partnership and direct business relationships	Suppliers, business customers		x
Laws	Compliance with laws	Own business operations	x	x
Product quality	Quality guarantee regarding fit and workmanship	Own business operations, end customers	x	x
Customer satisfaction	Satisfaction and confidence of the customers with regard to products and brands	Own business operations, end customers		x
Product safety	Non-hazardousness of products, compliance with standards and regulations	Own business operations, end customers		x
Customer safety	Non-hazardousness of the final product, labelling of products	End customers		x
Environment				
Resource efficiency and environmental protection in the supply chain	Responsible use of resources in production (energy, water, chemicals)	Suppliers		x
Resource efficiency and environmental protection at the Halle head office and the HoGWs	Responsible use of energy and water	Own business operations	x	
Animal protection and biodiversity	Avoidance of animal suffering with regard to fur and downs	Own business operations, suppliers	x	x
Transport	By road, sea and air	Own business operations, suppliers	x	x
Society				
Respect of human rights	Assessment of compliance with human rights	Suppliers		x
Working conditions	Assessment of working conditions	Suppliers		x
Social responsibility in the supply chain	Compliance with the Code of Conduct of the Business Social Compliance Initiative (BSCI)	Suppliers		x
Employee satisfaction	Satisfied employees will stay with GERRY WEBER in the long term	Employees	x	
Employee development	Professional vocational training and further education as well as personal development of employees	Employees	x	
Corporate citizenship	Donation activities and social projects at regional and global level	Society		x

FULL POWER

GERRY WEBER aims to continuously improve its energy efficiency. We therefore appointed an Energy Officer for our company in 2016, who quickly achieved the first successes.

A milestone for GERRY WEBER's energy management system was reached in 2016, when we obtained certification to DIN EN ISO 50001 for all Group companies based in an EU member state, including all associated divisions. This international standard is designed to help us identify and exploit potential for energy savings.

We have defined a set of annual targets to help us achieve a sustainable reduction in our company's energy consumption. To ensure that these "milestones" are reached, our energy management team has developed a number of specific measures, which are implemented together with the respective departments. In the first year, GERRY WEBER

International AG alone saved more than one gigawatt hour of electricity, **which would be sufficient for the Borussia Dortmund soccer team to play roughly 330 matches at floodlight (3.5 MWh per match).**

But our commitment does not stop here. We regularly encourage all employees to actively contribute new ideas related to energy efficiency and energy savings. Over the past months, we have received many interesting ideas both from the company headquarters and from the Houses of GERRY WEBER. Given that energy management concerns all of us, we have also developed our own learning tool for energy saving, which has met with a great response; last year, 77% of our German workforce completed this interactive training course. The tool is scheduled to be introduced at HALLHUBER and at our foreign locations in the following years.

>G4-EN06

Our strategic objectives

	Reference year	Target	Deadline	Early 2017
Strategic objectives				
Reduce total electricity consumption at GERRY WEBER	2015	-5%	2020	Approx. minus 2.6%*
Change to green power in Germany	2017	100%	2022	Approx. 45.20%*
Successive introduction of LED at HoGW	2014	100%	2030	10.20%
Introduction of the Bluebox energy control system in all stores	2010	100%	2030	30.80%
Stop use of plastic bags; introduce paper bags	2015	100%	2017	100%
Energy efficiency projects	2015		ongoing	Project examples see below
Introduction of environmental management system to DIN EN ISO 14001 standard	2017		2019	Training: FY17/18 Potential certification: FY 18/19
	Reference year	Target	Deadline	Status
Our operational objectives				
Reduce electricity consumption per POS (HoGW) by 1%	2017	-1%	2018	-2.51%
Reduce electricity consumption at all other locations by 1%	2017	-1%	2018	-5.32%
Use Bluebox system to make energy consumption in the stores more transparent	2017		2018	Bluebox systems installed in another 9 stores

* Information without HALLHUBER

“Active energy management and the resulting continuous improvement in energy-related performance are indispensable for corporate sustainability. Responsible behaviour towards the environment and society is an absolute must today.”

Patrick Kühnast, Energy Manager

Number of points of sales in the individual distribution channels (31.10.2017)	2016/17	2015/16
GERRY WEBER Core-Retail		
GERRY WEBER Stores	454	487
Monolabel-Stores	79	107
Concession stores	281	295
Factory-Outlets	36	35
	850	924
GERRY WEBER Core-Wholesale		
GERRY WEBER Franchise Stores	266	269
Shop-in-Shops	2,482	2,396
	2,748	2,665
talkabout		
Shop-in-Shop	138	—
HALLHUBER		
HALLHUBER Monolabel-Stores	140	138
HALLHUBER Concession-Stores	240	188
HALLHUBER Outlets	17	16
	397	342

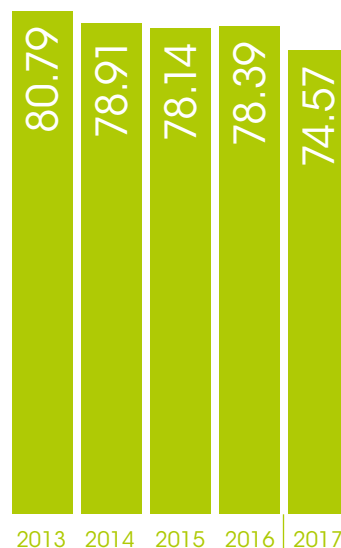
FOR
MORE
EFFICIENCY



Stores equipped with LED lighting



Electricity consumption at the Halle headquarters in kWh/m² (2013-17)



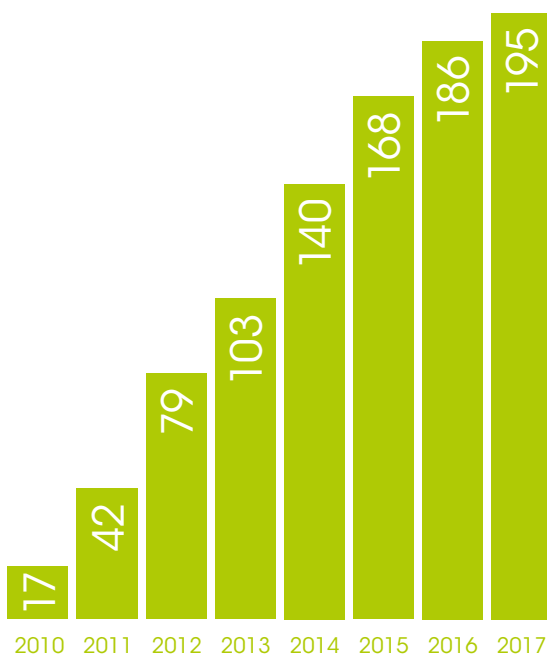
Introduction energy management according to ISO50001

Our objectives in the field of "environmentally smart stores"

Objective	Time-frame	Status
Introduce Blueboxes in all stores	From 2015	195 stores
Introduce LED lighting in all stores	From 2014	65 stores
Energy efficiency projects	Ongoing from 2015	Underway (cf. Energy Scout project)
Stop use of plastic bags, introduce paper bags	By 2017	100% fulfilled



Stores equipped with the Bluebox system (2010-17)



GERRY WEBER GOES

GERRY WEBER INTERNATIONAL AG

15

We were again able to successfully implement various energy-related projects in the past fiscal year. One of the most prominent projects was the E-Scout Project: Under the slogan "GERRY WEBER goes e-mobility", the idea arose to replace our VW Caddy, which travels several kilometres between the company's headquarters and the nearby Ravenna Park every day and is internally simply called "Post Auto", with an electric vehicle. The latter causes close to zero emissions, especially in combination with renewable electricity, and helps to protect the environment and to put the energy transition and the move towards green transport into practice.

But before the decision to introduce an e-car was taken, a suitable area for e-mobility at GERRY WEBER had to be identified. As in 2014 and 2015, we were again supported by three apprentices, who participated in the Energy Scouts

projects of the Chamber of Industry and Commerce. The challenge: due to the limited electric range and the low running costs in relation to increased acquisition costs, the car would have to travel a lot over the course of the year but the distances covered per day should not be too long.

This seeming contradiction is resolved if the car is used very regularly and the distance travelled per day is slightly above average – which perfectly fits the profile of our "Post Auto". Our efficiency calculation reflects the annual savings in terms of both carbon dioxide (1,228.16 kg) and costs (€ 1,390.00).

The E-Scout Project allowed GERRY WEBER to gain valuable experience in the field of e-mobility. We also understand it as an important stimulus for the future: as we intend to have 100% green electricity by the year 2022, the carbon footprint of our electric car will also improve over time.



E-MOBILITY

A WIN- WIN-

> 2

million people have
received support
in the context of pro-
jects initiated by
the Viva con Agua
water initiative



PA

It is a well-known fact that plastic is bad for the environment. GERRY WEBER has therefore introduced paper bags and started a ground-breaking partnership with Viva con Agua.

Plastic bags have been criticised by environmentalists for a long time, and rightfully so. One of the biggest problems is that it may take up to 500 years for an improperly disposed bag to decompose. In the summer of 2016, we therefore introduce a fee of 10 cents per plastic bag, which reduced consumption by more than half.

Last year saw us go even one step further. We committed ourselves to fully refraining from using plastic bags and instead offered our customers shopping bags made from FSC-certified paper. To prevent the use of paper bags from increasing the amount of waste, we will maintain the price of 10 cents per bags in the future.

In 2017 we additionally found a way to use the proceeds from the sale of paper bags to support sustainable projects – on the “World Water Day”, we handed over a donation of € 35,000 to our new project partner, Viva con Agua. The initiative organises water projects all over the world, is committed to establishing access to clean drinking water and, in doing so, combines the three aspects of water, sanitation and hygiene. The projects financed by Viva con Agua are implemented by Welthungerhilfe and local organisations. We are proud to support water projects throughout the world – with the help of our customers and the fee they pay for our paper bags.

HALLHUBER has participated in the “Bag free” campaign of the World Wildlife Fund (WWF) since spring 2017. The aim is to reduce the consumption of bags and to save resources in the process. HALLHUBER donates one cent per bag saved and has cut the consumption of bags by close to 1 million since April 2017 and donated € 10,000 to the WWF. The campaign will be continued in 2018.

For more information on the non-profit organisation, visit <https://www.vivaconagua.org>



Viva Con Agua is committed to establishing access to clean drinking water for people anywhere in the world.



GERRY WEBER donated EUR 35,000 on the occasion of World Water Day

GERRY WEBER AND VIVA CON AGUA

RTNERSHIP

SUSTAINABILITY
CERTIFICATION
TO THE

GLOBAL ORGANIC

In early summer 2017, we obtained our first GOTS certification and are now able to offer cotton products from controlled organic cultivation. We are thus well positioned to further expand our range of sustainable textiles.

For more than one year now, our GERRY WEBER Casual Collection has also included shirts made from certified bioRe® cotton. These garments are produced in cooperation with Remei AG, a textiles company from Switzerland. In this context, we have set new standards in terms of transparency: at www.biore.ch, every customer can trace the individual steps of the production process with the help of a sewn-in traceability number – from cultivation of the cotton, e.g. in India and Tanzania, to the sewing shop – and learn more about the people and the companies that contributed to the manufacture of the garment.

GERRY WEBER is deeply committed to offering consumers sustainably produced fashion products. Already back in early 2016, a team of CSR and design specialists visited a full-stage production facility in Lithuania that is certified to the Global Organic Textile Standard (GOTS). This standard guarantees the use of cotton from controlled organic cultivation. This visit provided us with interesting insights not only into the production process proper but also into the way the certified garments are handled along the supply chain. The GOTS certification now allows us to gradually expand our project for sustainable fashion also to other product groups and brands of our company.

20
17

GERRY WEBER was certified
to the Global Organic
Textile Standard



TEXTILE STANDARD



Since 2017, GERRY WEBER has offered products made from organic cotton

"If you wear fashion, you can also bear responsibility." This quote from our organic cotton supplier very nicely summarises what we work for every day. Making all our buying and retailing processes as safe, healthy and environmentally harmless as possible is part of our sustainability strategy."

**Rena Marx,
Director Product Management
GERRY WEBER Casual**



SUSTAIN- ABLE

Our social responsibility in the supply chain

Sourcing its goods from international manufacturing partners, GERRY WEBER International AG is aware of the different and sometimes problematic working and living conditions in many procurement countries. We are therefore committed to doing our best to ensure compliance with human rights. We make it clear that equal treatment, the freedom of association and the right to collective bargaining must be ensured and protected in relation to both our own employees and the employees of our global manufacturing partners. We condemn child, forced and compulsory labour and will by no means tolerate such practices.

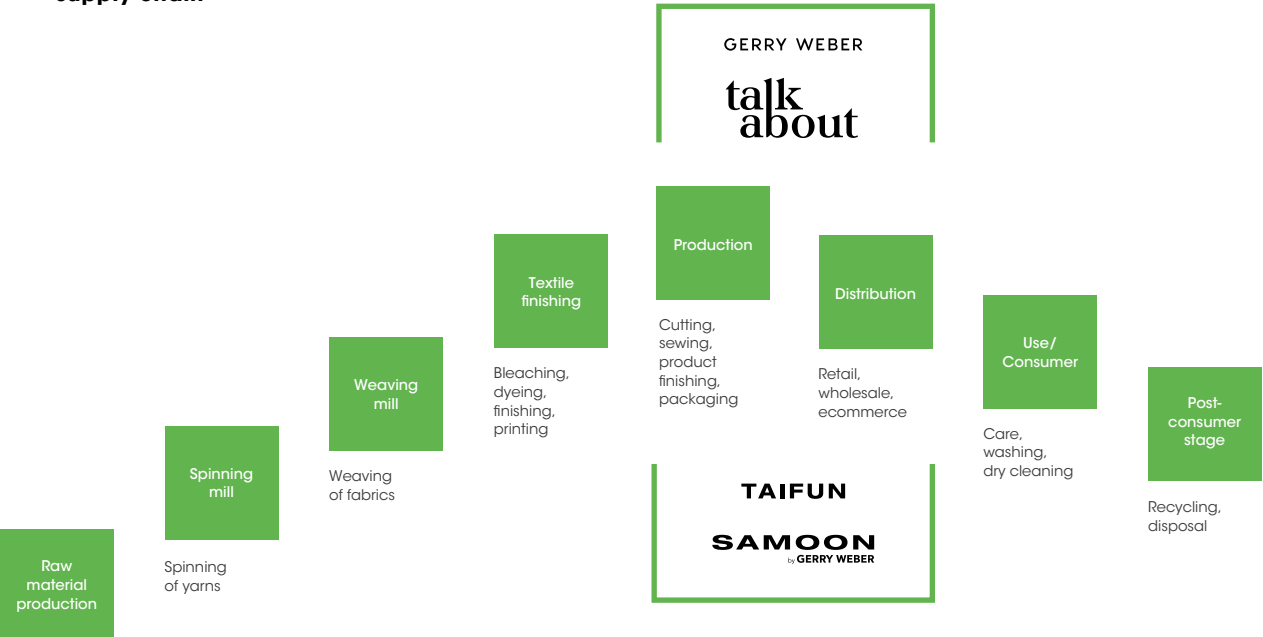
Sustainable procurement

We feel committed and obliged to source goods only from manufacturers who comply with the agreed social and environmental standards. The commencement of a business relationship is conditional on the prospective manufacturing partner signing both our Code of Conduct and the Social Compliance Agreement. Our suppliers must be BSCI-audited or at least be able to present a comparable audit accepted by us. The CSR unit is responsible for documenting, improving and securing these standards.

>G4-12



Our textile
supply chain



PROCURE AND PR



What we **expect of our suppliers**

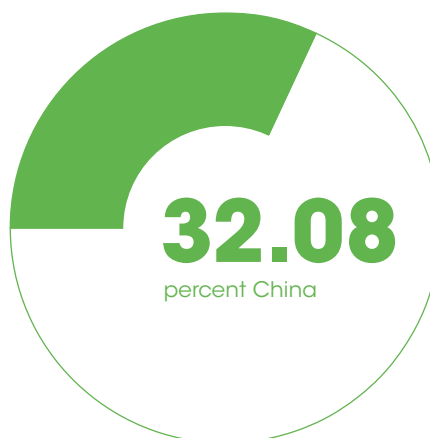
CONTINUOUS IMPROVEMENT	COOPERATION	EMPOWERMENT
<p>As a BSCI member, we have committed ourselves to implementing the Code of Conduct. We expect our manufacturers worldwide to guarantee that they will continuously improve the working conditions in their production facilities. We assist them in their efforts and organise not only BSCI workshops but also our own training courses for and at our manufacturers to increase their commitment to issues such as occupational safety. This not only provides us with an insight into the structures, processes and conditions in the factories but also allows us to get to know the countries from which we source our products. Cultural and regional circumstances show us the special aspects of everyday (working) life of the workers who manufacture our products. Thanks to our on-site visits, we better understand and appreciate their challenges, problems and difficulties.</p>	<p>As an active member, we do a lot within the BSCI. We participate in regular meetings of various working groups to have a say in amendments and improvements of existing contents and structures. According to the motto "only together will we be strong", the alliance of as many as 1,700 companies has the leverage to address the improvement of the working and social conditions more systematically and to bring about notable improvements. We consider the trusting cooperation with our business partners along the supply chain to be extremely important and beneficial. This means that we do not merely focus on the anonymous control of our suppliers but on their continuous development which we want to support.</p>	<p>The BSCI, just like GERRY WEBER, has set itself the objective to strengthen and inform its business partners in a way that empowers them to build and expand their supply chains while at the same time respecting human and labour rights. For this purpose, they are provided with instruments that allow them to improve working conditions in a sustainable manner. Most importantly, they are encouraged to develop and implement internal management systems to firmly anchor our principles and those of the BSCI in their practices.</p>

Compliance with international standards and selection of suppliers

We attach top priority to the high quality of our products and the resulting satisfaction of our customers. We are convinced that they can be ensured only through respectful and trusting dealings with our employees at the Halle/Westphalia headquarters and our stores as well as the workers and employees of our worldwide production facilities. Our CSR unit aims to exclusively sign up suppliers using socially and environmentally compatible manufacturing methods.



GERRY WEBER manufacturing countries (excl. HALLHUBER) in %



21.34 Turkey, 5.89 Macedonia,
5.33 Bulgaria, 5.31 Ukraine,
3.44 Sri Lanka, 26.61 Others

MENT ODUCTION

PROCURE AND PR



>G4-O6

**GERRY WEBER'S
LOCAL PRESENCE:**
GERRY WEBER
operates in
27 countries.

Procurement countries

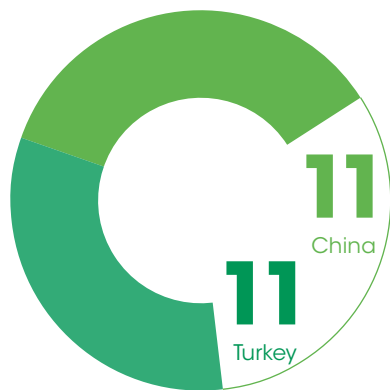
In the fiscal year 2016/17, the GERRY WEBER Core brands (GERRY WEBER, TAIFUN, SAMOON and talkabout) sourced approx. 74.3% (previous year: 71.1%) of their goods under FPS (full package service) arrangements and approx. 25.7% under CMT (cut-make trim) agreements. Nearly all CMT goods are produced in Eastern Europe, mostly in Bulgaria, Macedonia and Ukraine. This means that a total of 24.2% (previous year: 28.7%) of the goods (FPS and CMT) are sourced in Eastern Europe. Accounting for about 48.2% (previous year: 46.3%) of all goods, Asia is the main procurement region of the GERRY WEBER Core brands. The most important manufacturing countries in Asia are China, Sri Lanka, India and, following the recent audit of new manufacturing partners, Bangladesh. 21.3% of the goods are sourced from Turkey (previous year: 23.8%). Western Europe and North Africa account for the remaining 6.3% (previous year: 4.3%). Accounting for 34.1% (previous year: 39.4%) and 36.7% (previous year: 32.7%), respectively, China and Turkey are the most important manufacturing countries of HALLHUBER. 20.0% of the HALLHUBER garments are made in Europe (previous year: 21.6%).

27

Procurement countries

MENT ODUCTION

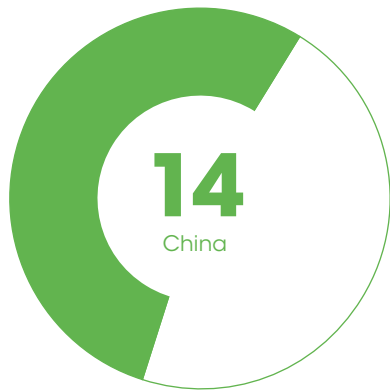
Full audits November 2016 to October 2017



34
Total

4 Bangladesh
2 Bulgaria
2 Romania
1 Eastern Europe (Moldova, Poland, Ukraine)
1 India
1 Macedonia
1 Belarus

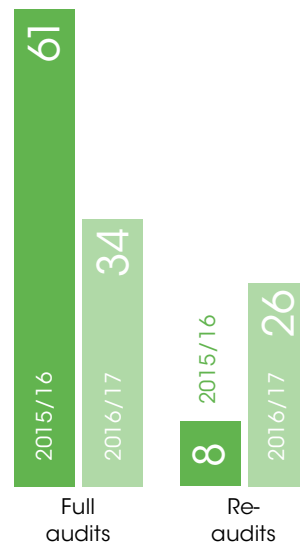
Re-audits November 2016 to October 2017



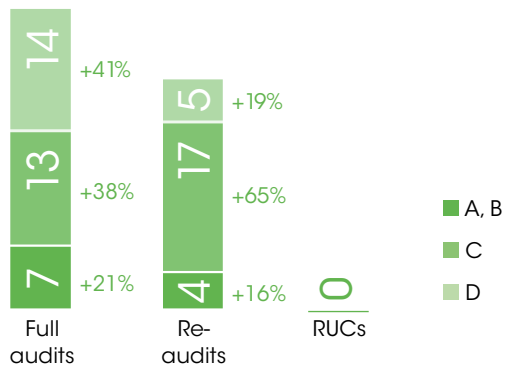
26
Total

4 Turkey
4 Bangladesh
1 India
1 Macedonia
1 Vietnam
1 Albania

Comparison of the number of audits FY 2015/16 and FY 2016/17

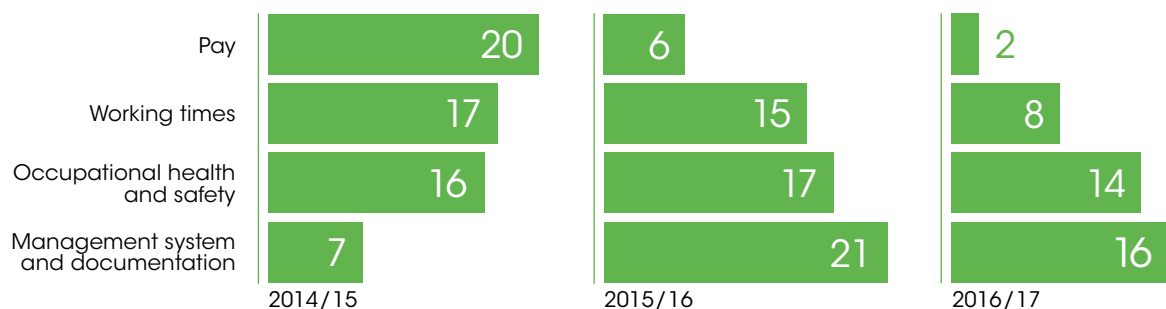


Audit results in % FY 2015/16 vs. FY 2016/17



>G4-LA15
>G4-HR11

Audits resulting in a rating of D or E showed the most violations in the following areas (FY 2016/17):



PROCURE AND PR

Our roadmap for the Textiles Partnership

Objective	Time-frame	Current status/Objective achieved?	Objective FY 17/18	Time-frame	Status
100% audit rate: audits completed at all our suppliers	Ongoing	<p>FY 15/16: Completed BSCI audits: 69 (61 full audits: Albania 3, Bangladesh 4, Bulgaria 3, Belarus 1, Sri Lanka 2, China 21, India 7, Macedonia 1, Romania 1, Thailand 1, Turkey 11, Ukraine 2, United Arab Emirates 2, Vietnam 2)</p> <p>8 follow-up audits: Bangladesh 3, Vietnam 1, Turkey 2, China 2)</p> <p>FY 16/17: Completed BSCI audits: 60 (34 full audits: Bangladesh 4, Bulgaria 2, Belarus 1, China 11, India 1, Macedonia 1, Romania 2, Turkey 11, Ukraine 1)</p> <p>26 follow-up audits: Albania 1, Bangladesh 4, China 14, India 1, Macedonia 1, Turkey 4, Vietnam 1)</p>	100% audit rate: audits completed at all our suppliers	Ongoing	—
Regular internal training on social compliance, social responsibility (managers, merchandisers, purchasing departments)	Ongoing	<p>YES</p> <p>FY 15/16: Manager training on Textiles Partnership completed</p> <p>FY 16/17: Training of managers, product officers and purchasers on supplier sourcing and introduction of GOTS/GOTS certification</p>	Educate and raise awareness of the purchasers through training on country risks, sourcing approach, e.g. new procurement countries, supplier selection, organisation of assessments before placing orders Product-specific, e.g. manual work	FY 17/18	—
SA 8000 certification of our top three suppliers (largest order volume, longest relationship)	From 2016	<p>COMPLETED</p> <p>FY 15/16: SA 8000 audit of a Lithuanian and an Indian supplier</p> <p>FY 16/17: SA 8000 audit of an Indian supplier</p>	—	—	—
Inclusion of laundries in the audit process	From 2016	<p>COMPLETED</p> <p>FY 16/17: audit of a laundry in Bulgaria</p>	—	—	—
2 external supplier training courses on auditing, BSCI and social standards per year	Ongoing	<p>YES</p> <p>FY15/16 Workshop in Bulgaria</p> <p>FY 16/17 Audit support in Romania</p>	Further training measures and starting points for training: Increase the percentage of manufacturers in risk countries who have already been trained with regard to the Partnership's social objectives to 60%	FY 17/18	—
Active participation in the Textiles Partnership, "Social Standards" and "Natural Fibres" working groups	By end of 2017	<p>COMPLETED</p> <p>Mandate of the working group in the Textiles Partnership renewed: active regular participation in the "Social Standards" working group and additionally in the "Natural Fibres" working group</p>	—	—	—
Implementation of the new supplier sourcing process with regard to social performance	2015	<p>COMPLETED</p> <p>FY 16/17: revision of the process in consultation with the offices in Shanghai and Istanbul and internal communication of the two-stage approval process (technical approval and social compliance approval required)</p>	—	—	—

MENT ODUCTION

Objective	Time-frame	Current status/Objective achieved?	Objective FY 17/18	Time-frame	Status
			Continuation of a regional group of Textiles Partnership members for a sector-wide exchange of experience on social standards; development joint training measures and implementation of exchange	Ongoing	
			Continuation of a regional group of Textiles Partnership members for a sector-wide exchange of experience on social standards; development of joint training measures and implementation of exchange	Ongoing	
			Give people affected access to effective complaints mechanisms: research of effective complaints systems with support from the Partnership; review possibility to adopt for GW Develop and organise training measures on complaints mechanisms and social dialogue in cooperation with several enterprises	FY 17/18	
			Create more transparency on the downstream supply chain by establishing records in the context of social audits: updating and more precise assignment in the database; record the downstream suppliers of the top 10 suppliers based on the audit reports	Ongoing	
			Identify and prioritise risks, prepare country profiles of the procurement countries and identify potential risks in the supply chain by means of the BSCI risk assessment and the risk checker. This forms the basis for prioritising and defining the need to support and monitor individual suppliers	FY 17/18	COMPLETED: Risk assessment has been updated
			Review and, if necessary, amend the Code of Conduct	FY 17/18	COMPLETED: Social objectives of the Partnership are covered by the BSCI CoC; cascading into the supply chain is part of the BSCI audit scope
			Compare and adapt the internal policy after completion of the recognition mechanism of the standard systems	FY 17/18	COMPLETED: Procurement process has been reviewed and modified

Our Product Responsibility

Environmental requirements in production

GERRY WEBER is committed to offering its customers only products that are known to be harmless to humans. A special quality management system covering all products from planning to production to delivery ensures that this objective is permanently achieved across all brands and product groups of the GERRY WEBER Group.

>G4-PRO1

Besides the targeted selection of raw materials suppliers across the globe and the constant monitoring of critical parameters by independent and certified laboratories, this also includes the installation of a catalogue of requirements, which comprises all product-related and human-related ecological minimum standards and partly goes beyond the legal minimum requirements as well as the requirements of Öko-Tex Standard 100. "Special Conditions", which are endorsed by our suppliers and also include compliance with the European Chemicals Regulation REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), list chemicals which may be contained in our end products either in limited quantities or not at all. All articles, both from Europe and from our Asian procurement countries, are regularly checked for prohibited azo and dispersion dyes as well as for allergenic and cancerogenic substances by our certified contractual partners.

Only non-hazardous articles and raw materials are approved for production to ensure that all products of GERRY WEBER International AG are non-hazardous to human health.

This company standard is implemented by means of the following measures:

- targeted selection of qualified raw materials suppliers
- check of all raw materials for allergenic and cancerogenic substances in the country of origin and counter-check of the end product on a random sample basis
- continuous monitoring of all parameters by independent certified laboratories

In addition to the Textile Labelling Regulation and the related obligation to label "non-textile parts of animal origin" (e.g. leather labels on a pair of jeans or horn buttons or down lining of a jacket) of the year 2012, GERRY WEBER indicates the country in which an article was produced. This makes it transparent to our customers where our goods are produced.

>G4-PRO3



FUR FREE RETAILER – FASHION WITHOUT FUR

EVEN THOUGH THE BAN OF REAL FUR AND THE RESULTING PROTECTION OF ANIMALS HAS BEEN A STANDARD PROCEDURE AT GERRY WEBER FOR MANY YEARS, WE JOINED THE INTERNATIONAL "FUR FREE RETAILER" INITIATIVE ON 13 APRIL 2015 TO UNDERLINE THIS RESPONSIBILITY. **"FUR FREE RETAILER"** IS AN INTERNATIONAL INITIATIVE WHICH HELPS CONSUMERS FIND FUR-FREE FASHION PRODUCTS AND BRANDS. IT IDENTIFIES RETAILERS WHO HAVE CONTRACTUALLY UNDERTAKEN NOT TO USE FUR IN ANY OF THEIR PRODUCTS. **THE FUR FREE RETAILER PROGRAMME IS ALSO SUPPORTED BY THE FUR FREE ALLIANCE (FFA)** – AN INTERNATIONAL COALITION OF LEADING ANIMAL AND ENVIRONMENTAL PROTECTION ORGANISATIONS FROM EUROPE, AMERICA, ASIA AND AUSTRALIA. FOR A LIST OF ALL COMPANIES REFRAINING FROM USING REAL FUR, VISIT **WWW.FURFREERETAILER.COM**.



Unterstützt von VIER PFOTEN – Stiftung für Tierschutz

ENVIRONMENTAL EFFICIENCY

Objectives in the field of (product) ecology (Our roadmap for the Textiles Partnership)

Objective FY 15/16	Time- frame	Status	Objective FY 16/17	Time-frame
Organic cotton purchased and used for a selected collection on a trial basis	FY 16/17	COMPLETED GOTS audit successfully completed in June 2017	Continuous increase in the share of organic cotton for selected collections	FY 17/18
			Use of a standard or a certification system to effectively implement the MRSL in the supply chain; GOTS certification of GERRY WEBER AG in Q2 2017; certification of two business partners: laundry in Bulgaria, Tunisia. Reference to positive lists that may be used to implement the MRSL, Use of the GOTS Green Chemical List for selected suppliers.	GOTS certification of GERRY WEBER AG has been completed FY 17/18
			Determine certified suppliers/business partners using wet processes in the downstream supply chain; determine the status regarding certification and stock-taking; determine the need for action and the cooperation possibilities	Completed for Turkey. Ongoing
			Development and/or research of an appropriate standard; adaptation to GW requirements; identification of affected business partners	FY 17/18
			Stock-taking of existing standards; check relevance for GERRY WEBER; determine affected business partners and need for action	FY 17/18
			Support the regular review of the existence and functionality of environmental management systems at operations in the supply chain. Check manufacturers for existing certifications; check feasibility of further certifications	Completed for Turkey. Ongoing
			Expand the reporting on chemicals and environmental management	Sustainability Report on FY 17/18
			Traceability of the fibres (quantities) in the supply chain GOTS certification of GERRY WEBER; this allows the certified materials to be traced	Done annually
			Training of product managers and purchasers regarding the possibilities to use sustainable and organic natural fibres	FY 17/18

ENVIRONMENTAL EFFICIENCY

AT GERRY WEBER

GERRY WEBER AS AN

GERRY WEBER as an employer and corporate citizen

Our company would not be successful without the commitment, the personal motivation and the skills of our employees. It is their passion for fashion and their courage to come up with new ideas which lead to the diverse collections of GERRY WEBER. We want our employees to enjoy their work so much and to identify with our brands to such an extent that they dedicate their full commitment and creativity to the GERRY WEBER Group in the long term – and we go to great lengths to ensure this, especially in view of the demographic change. As a value-oriented employer, we aim to convince potential applicants of the benefits we can offer them. We therefore present our company at job fairs and career starter events throughout Germany, and the career portal of our website specifically addresses potentially suitable candidates. We offer our employees a constant exchange within the team and across hierarchies as well as the possibility to make a meaningful contribution in a lively, ambitious and international working environment.

Our employee structure

As of 31 October 2017, the GERRY WEBER Group employed 5.476 people in Germany and approx. 1.620 people at its foreign locations. Although jobs were cut in the context of the “Fit 4 Growth” programme, the headcount has picked up again due to the expansion of Hallhuber.

Diversity at GERRY WEBER

As an international enterprise operating on a global scale, the GERRY WEBER Group benefits from its heterogeneous staff structure and the diversity of its workforce. For us it goes without saying that people of different age, gender, origin, culture, religion and belief as well as people with handicaps work together as a goal-oriented team for our company.

Our health management system

As our company attaches great importance to the safety and well-being of its employees, the staff council has introduced a health management system that goes beyond its statutory tasks. It supports the modernisation of the office design and the workplace equipment and organises various preventive services as well as staff health activities.

Lunch Yoga: Weekly yoga courses focusing on relaxation – this service will be continued due to high demand.

Favourite food: Employees can propose new dishes or recipe ideas to the canteen staff for themed weeks or days.

Ergonomic workplace: GERRY WEBER relies on modern office design.

Health: We offer our employees free annual flu vaccination.

Occupational health and safety

Where occupational health and safety are concerned, GERRY WEBER International AG complies with applicable EU Directives and national laws. The staff council and the work committees are involved in drawing up enterprise agreements on working conditions which balance employee and business needs as well as incorporate social aspects.

Training at GERRY WEBER

To cover its future demand for skilled workers and managers, the GERRY WEBER Group offers young and ambitious people the possibility to undergo vocational training accompanied by intensive support. Every year, we offer young people traineeships/apprenticeships as industrial clerks, retail salespersons, management assistants in event organisation, IT management assistants or textile and fashion tailors.

GERRY WEBER International AG has developed a special Trainee Programme for graduates to facilitate their career start. Besides the well-established commercial Trainee Programme, which has won the Absolventa award for a “career-promoting and fair trainee programme”, we also launched a technically oriented international programme, which is primarily based in the Group’s branches in Shanghai, Dhaka and Istanbul, in 2013. Young graduates are thus given the opportunity to hone their skills in an international environment and to expand their apparel engineering knowledge.

EMPLOYER





Human resources development and further training

At GERRY WEBER, we attach great importance to learning from each other. Employees' development potential is therefore determined in annual meetings with their direct superior, the so-called "Progress Dialogues", after which specific further training measures are recommended. This way, GERRY WEBER supports the development of employees' professional and personal potential to enable them to grow with the company.

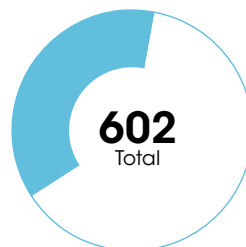


Viola Costanza, fashion tailor at GERRY WEBER.
Best Apprentice Award NRW and National Best Apprentice Award,
Berlin: Award ceremony on 4 December in Berlin



Employee structure of GERRY WEBER as at 31 Oct. 2017 (Germany)

>G4-10



EMPLOYEES GERRY WEBER INT. AG



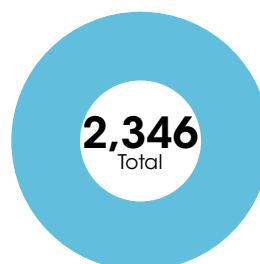
458

31 Oct. 2017



144

31 Oct. 2017



EMPLOYEES GERRY WEBER RETAIL GMBH



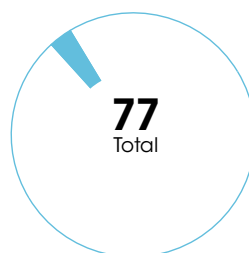
2,310

31 Oct. 2017



36

31 Oct. 2017



EMPLOYEES GERRY WEBER LIFESTYLE GMBH



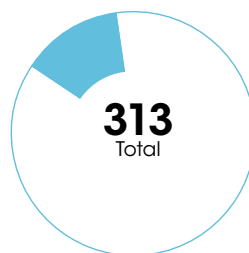
60

31 Oct. 2017



17

31 Oct. 2017



EMPLOYEES GERRY WEBER LOGISTIK GMBH



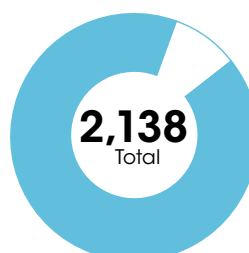
189

31 Oct. 2017



124

31 Oct. 2017



EMPLOYEES HALLHUBER GMBH



2,084

31 Oct. 2017



54

31 Oct. 2017

GERRY WEBER AS AN EMPLOYER

Work-life balance

Balancing working and family life is an important aspect of GERRY WEBER's human resources policy. To retain employees in the long term and further increase our attractiveness as an employer, we do everything possible to offer our employees a good work-life balance. Examples include our KIDS WORLD day nursery on the head office premises and the possibility to work flexible hours.

Corporate citizenship

GERRY WEBER is committed to making a contribution to society both regionally and internationally. This commitment comprises both support for regional projects, e.g. in the form of sponsorships, and cooperations with academic institutions.

"Wishing Tree": Children and youths from families cared for by the Diakonie (social welfare service) created wishing cards on which they noted a small Christmas wish. These cards were hung from the Christmas tree in the canteen. Our employees fulfilled the wishes by handing over the festively wrapped gifts either individually or as a department.

"Christmas in a Shoebox": "Weihnachten im Schuhkarton" ("Christmas in a Shoebox") is part of the world's largest gifts campaign for children in need. In the German-speaking area, some 408,000 shoeboxes with gifts for needy children were packed, including by employees of GERRY WEBER.

Staff turnover rate of GERRY WEBER (Germany)	Staff turnover rate *		
	2014/15	2015/16	2016/17
GERRY WEBER Int. AG	6.76%	11.70%	13.85%
GERRY WEBER Retail GmbH	11.04%	21.64%	19.03%
Life-Style Fashion GmbH	6.76%	8.14%	10.26%
GERRY WEBER Logistics GmbH	—	3.47%	8.89%
HALLHUBER GmbH	33.00%	—	44.00%

* Staff turnover rate according to BDA formula (Bundesverband der Deutschen Arbeitgeberverbände): Staff departures (only if not caused / desired by employer) divided by average headcount x 100

Number of employees going into retirement			
	2014/15	2015/16	2016/17
GERRY WEBER Int. AG	12	6	4
GERRY WEBER Retail GmbH	21	34	33
Life-Style Fashion GmbH	0	0	1
GERRY WEBER Logistics GmbH	0	0	0
HALLHUBER GmbH**	0	0	0

Number of employees under collective bargaining or comparable agreements			
	2014/15	2015/16	2016/17
GERRY WEBER Int. AG	631	592	537
GERRY WEBER Retail GmbH	2,758	2,455	2,324
Life-Style Fashion GmbH	47	56	51
GERRY WEBER Logistics GmbH	3	259	286
Hallhuber GmbH**	—	222	334
	3,439	3,584	3,532

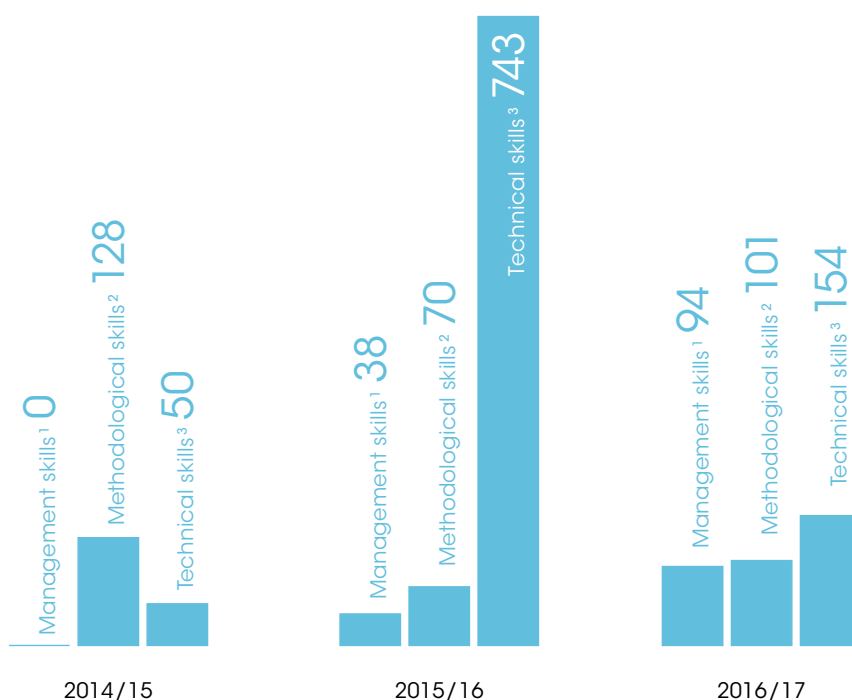
** The figures refer only to Germany

Employee structure of GERRY WEBER (Germany)	Total workforce			Female			Male		
	As at 31 Oct. 2015	As at 31 Oct. 2016	As at 31 Oct. 2017	As at 31 Oct. 2015	As at 31 Oct. 2016	As at 31 Oct. 2017	As at 31 Oct. 2015	As at 31 Oct. 2016	As at 31 Oct. 2017
GERRY WEBER Int. AG	729	701	628	539	529	475	190	172	153
GERRY WEBER Retail GmbH	2,799	2,497	2,354	2,749	2,460	2,317	50	37	37
Life-Style Fashion GmbH	74	86	78	58	66	60	16	20	18
GERRY WEBER Logistics GmbH	6	288	315	0	169	189	6	119	126
HALLHUBER GmbH	1,764	2,062	2,138	1,711	2,002	2,084	53	59	54
Total (excl. HALLHUBER GmbH)	3,608	3,572	5,513	3,346	3,224	5,125	262	348	388

>G4-LA09



Training days at
GERRY WEBER (Germany)



1 Progress dialogue. From colleague to superior (Training for logistic team leaders)

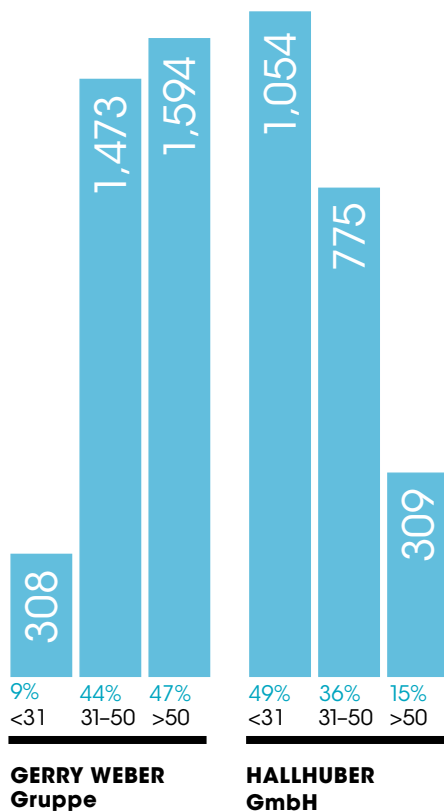
2 Interpreting and using body language effectively. Communication – in writing, comprehensible, precise and up-to-date. Selfmanagement. Communication – verbal, comprehensible. Resolving conflicts and leveraging them. Personal impact. Difficult talks.

3 Product science. An introduction to labour law. Social security law. IT training: Excel fundamentals. Excel advanced training. Adobe Photoshop. Adobe Illustrator. Adobe InDesign

GERRY WEBER AS AN EMPLOYER



Age structure of the GERRY WEBER Group and HALLHUBER GmbH in the financial year 2016/17**
(number of employees in age groups and in percent of total workforce)



Trainees **	31 Oct. 2015	31 Oct. 2016	31 Oct. 2017
GERRY WEBER Gruppe			
Commercial	4	0	0
Technical	1	0	1
Total	5	0*	1
Hallhuber			
Commercial	—	8	7

(Due to the 2015/16 realignment programme, a technical trainee was employed only with effect from 1 October 2017)

Employees on parental leave **	2014/15	2015/16	2016/17
GERRY WEBER Gruppe			
female	94	129	141
male	6	10	10
Total	100	139	151
Hallhuber			
female	—	41	63
male	—	—	1
Total	—	41	64

New employees hired by GERRY WEBER (Germany)

	Number of newly hired employees			Newly hired employees *		
	2014/15	2015/16	2016/17	2014/15	2015/16	2016/17
GERRY WEBER Int. AG	69	82	77	10.96%	11.70%	12.26%
GERRY WEBER Retail GmbH	584	438	491	35.01%	17.54%	20.86%
Life-Style Fashion GmbH	5	7	5	19.05%	8.14%	6.41%
GERRY WEBER Logistics GmbH	6	185	82	—	64.24%	26.03%
Hallhuber	—	1,388	1,115	—	67.00%	52.00%

* Of total workforce

** The figures refer only to Germany



The present Sustainability Report of GERRY WEBER International AG is based on the Core option of the G4 Guidelines of the Global Reporting Initiative (GRI) and presents the topics and results identified as material for the period from 1 November 2016 until 31 October 2017 (fiscal year 2016/17). The information used has been captured, compiled, analysed and disclosed in such a manner that it can be checked for reliability. It has not been verified externally.

All information provided in the report applies to GERRY WEBER International AG and its subsidiaries GERRY WEBER Lifestyle Fashion GmbH, TAIFUN Collection GERRY WEBER Fashion GmbH, GERRY WEBER Retail GmbH, SAMOON Collection Fashion Concept GERRY WEBER GmbH, HALLHUBER GmbH as well as GERRY WEBER Logistik GmbH and covers all points of sale in Germany.

The report does not cover our foreign subsidiaries as different legal conditions make it impossible to compare these subsidiaries and present their data in a well-structured manner.

The present publication is an updated condensed version of the first Sustainability Report for the above reporting period. The next detailed report based on GERRY WEBER's new sustainability strategy will be published for the fiscal year 2017/18.

>G4-17

>G4-22

>G4-23

>G4-28

>G4-32

>G4-33

The Sustainability Report is available online on the GERRY WEBER website and in paper form in both German and English language. Where the German version, in particular, uses only male pronouns and suffixes for reasons of better readability, these should always be read as being inclusive of both genders.

ABOUT THIS REPORT

GRI INDEX

>G4-32

General standard disclosures

Indicator	Short description	Page	Comment
Strategy and Analysis			
G4-01	Statement from the most senior decision-maker of the organisation	2 et seq.	–
Organisational Profile			
G4-03	Name of the organisation	6	GERRY WEBER International AG
G4-04	Primary brands, products, and services	4 et seqq.	–
G4-05	Location of the organisation's headquarters	6	Halle / Westphalia, Germany
G4-06	Number and names of countries where the organisation operates	22	–
G4-07	Nature of ownership and legal form	6	See Annual Report 2016/17. p. 60
G4-08	Markets	6	See Annual Report 2016/17. p. 86
G4-09	Scale of the organisation	6	See Annual Report 2016/17. p. 59 et seqq.
G4-10	Employee information	29	–
G4-11	Percentage of total employees covered by collective bargaining agreements	30	–
G4-12	Supply chain of the organisation	20	–
G4-13	Significant changes during the reporting period	6	–
G4-14	Precautionary principle	–	See Annual Report 2016/17 p. 98 et seqq.: "Organisation and instruments of the risk management system"
G4-15	External charters, principles, or other initiatives to which the organisation subscribes or which it endorses	8 et seq.	–
G4-16	Memberships of associations	8 et seq.	–
Identified Material Aspects and Boundaries			
G4-17	List of all entities	33	–
G4-18	Process for defining the report content	10	–
G4-19	Material aspects	10	–
G4-20	Material aspects and aspect boundary within the organisation	10	–
G4-21	Material aspects and aspect boundary outside the organisation	10	–
G4-22	Effect of any restatements of information provided in previous reports	33	–
G4-23	Changes from previous reporting periods	33	–

Indicator	Short description	Page	Comment
Stakeholder Engagement			
G4-24	List of all stakeholders engaged by the organisation	11	-
G4-25	Basis for identification and selection of stakeholders	-	See Sustainability Report 2014/15. p. 24 et seqq.: "Material topics"
G4-26	Approach to stakeholder engagement	-	-
G4-27	Key topics and concerns raised through stakeholder engagement	10	-
Report Profile			
G4-28	Reporting period	33	-
G4-29	Date of most recent previous report	-	April 2015
G4-30	Reporting cycle	-	Annually
G4-31	Contact point for questions	Editorial information	-
G4-32	Information regarding 'in accordance' option chosen by the organisation	33	The current report is based on the Core option of the GRI-G4 Guidelines.
G4-33	External assurance for the report	33	The information provided in this report has not been reviewed externally.
Governance			
G4-34	Governance structure	-	See Annual Report 2016/17. p. 32 et seqq.
Ethics and Integrity			
G4-56	Values, principles, standards, and norms of behaviour of the organisation	8 et seq.	-

GRI INDEX

Specific standard disclosures

Indicator	Short description	Page	Comment
ECONOMIC			
Economic performance			
G4-EC01	Direct economic value generated and distributed	–	–
ENVIRONMENTAL			
Energy			
G4-EN06	Reduction of energy consumption	12 et seqq.	–
SOCIAL: LABOR PRACTICES AND DECENT WORK			
Employment			
G4-LA01	Total number and rates of new employee hires and employee turnover by age group, gender, and company	30 et seqq.	–
Training and Education			
G4-LA09	Average hours of training per year	31	–
Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	30 et seqq.	–
Supplier Assessment for Labor Practices			
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	23 et seqq.	–
SOCIAL: HUMAN RIGHTS			
Supplier Human Rights Assessment			
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	23 et seqq.	–
SOCIAL: PRODUCT RESPONSIBILITY			
Customer Health and Safety			
G4-PR01	Product and service categories for which health and safety impacts are assessed	26	–
Product and Service Labeling			
G4-PR03	Type of product information and labeling	26	–

EDITORIAL INFORMATION

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