

GERRY WEBER

INTERNATIONAL AG



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N **STYLE**
THE
FASHION
AND
LIFESTYLE
COMPANY

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HISTORY OF GERRY WEBER

From a manufacturer of ladies' trousers to an international fashion and lifestyle company



GERRY WEBER



**THE GERRY WEBER GROUP
AT A GLANCE:**

GERRY WEBER International AG is one of Germany's most high-profile fashion and lifestyle companies. **FIVE BRAND FAMILIES - GERRY WEBER, TAIFUN, SAMOON, HALLHUBER AND TALKABOUT** - stand for high-quality, trend-oriented fashion and accessories for demanding and quality-conscious customers. All our brands highlight the wearer's individual style in their own unique way.

For further information,
visit the corporate
website at: group.gerryweber.com





THE GERRY WEBER EXPERIENCE

Modern design, high quality and an excellent fit – each collection highlights the wearer's own style while reflecting global trends at the same time.

GLOBAL DISTRIBUTION

Distribution structures in more than **60 countries**, 1,250 company-managed stores and retail spaces, 2,480 shop-in-shops, 270 franchised stores as well as branded online shops in nine countries.

5
brands

Our brands, namely **GERRY WEBER**, **TAIFUN**, **SAMOON**, **HALLHUBER** (since 2015) and **talkabout** (the latest addition to our portfolio) are popular among women around the globe.

6.5k employees

About **6,500 employees** around the globe contribute to **GERRY WEBER's** success on a daily basis – from our head office in Halle/Westphalia to our showrooms in the world's fashion centres to our own stores.

CUSTOMER-CENTRIC, DIGITAL, SUSTAINABLE –
GERRY WEBER INTERNATIONAL AG THINKS AND ACTS IN A MANNER THAT IS FULLY CENTRED ON THE CUSTOMER. MODERN BRANDS, THE CONSISTENT INTEGRATION OF ALL DISTRIBUTION CHANNELS AND RESOURCE-EFFICIENT ENVIRONMENTAL AND ENERGY MANAGEMENT MEAN THAT WE ARE IDEALLY POSITIONED FOR THE FUTURE. WE ARE MODERN, FAST, FLEXIBLE AND FULLY COMMITTED TO SUSTAINABLE OPERATION.

“ALL OUR
ACTIVITIES ARE
GEARED
TOWARDS OUR
CUSTOMERS.”

Johannes Ehling,
Spokesman of the Managing Board,
Chief Sales & Chief Digital Officer





Johannes Ehling,
Spokesman of the Managing Board,
Chief Sales & Chief Digital Officer

1973

FOUNDING YEAR

On 1 March Gerhard Weber and Udo Hardieck establish **Hatex KG in Halle/Westphalia**. The company makes and markets ladies' trousers.

1989

FLOTATION

October sees the flotation of **the company in the stock market**. Hatex KG is converted into a joint-stock company by the name of GERRY WEBER International AG.

1993

GERRY WEBER OPEN

The **TV coverage of the first GERRY WEBER OPEN tournament** by domestic and international networks catapults GERRY WEBER to worldwide fame.

1999

GW STORES

The GERRY WEBER stores are all about **emotional shopping experiences**. The collections are skilfully presented – from modern to feminine to casual.

2005

E-SHOPS

Our five online shops are **open to our customers 24/7**.

2014

HALLUBER

GERRY WEBER International AG acquires the Munich-based fashion company **HALLHUBER**.

2015

LOGISTIC CENTRE

The **fully RFID-based logistic centre** is one of the most modern in the fashion industry and has **a capacity of up to 37 million items per year**. The high degree of automation and the complex IT system facilitate perfect fulfilment.



HISTORY OF GERRY WEBER

A NAME
THAT HAS
SHAPED
THE
FASHION
WORLD

Over the past four decades,
A CONSTANT FLOW OF
FRESH IDEAS AND INNO-
VATIONS AS WELL AS
BOUNDLESS DYNAMISM
AND COMMITMENT

have driven **GERRY WEBER'S** evolution from a manufacturer of ladies' trousers to an international expert for feminine fashion. Today, **GERRY WEBER** is one of the best known and most successful German fashion and lifestyle companies.

2017

E-GERRY WEBER DIGITAL GMBH

The digital think tank forms the basis for a creative pool of ideas to continuously develop new digital solutions for optimised business processes.



5 STRONG BRANDS

WOMEN ACROSS THE GLOBE ARE ENTHUSIASTIC

ABOUT THE GERRY WEBER CORE BRANDS, GERRY WEBER, TAIFUN, SAMOON AND TALKABOUT, WHICH STAND FOR AN ACTIVE LIFESTYLE – EXCITING, MODERN AND FEMININE.



GERRY WEBER



TAIFUN



HALLHUBER

THE **HALLHUBER** FASHION LABEL IDEALLY COMPLEMENTS THE BRAND PORTFOLIO WITH **YOUNG AND URBAN FASHION.**

GERRY WEBER offers feminine fashion for the modern, self-confident woman. The outfits from the **GERRY WEBER** Collection are ideally matched in terms of cuts and colours and are suitable for many different combinations. The casual, uncomplicated collections of **GERRY WEBER Casual** are sporty and feminine for everyday use. **GERRY WEBER EDITION** complements the collections with fashionable trousers, blouses and outdoor jackets – individualised, fresh and authentic.

SAMOON shows women's curves in a favourable light so that they can feel good about themselves. The brand for plus sizes stands for casual, trendy fashion products made from high-quality materials and offering a perfect fit.

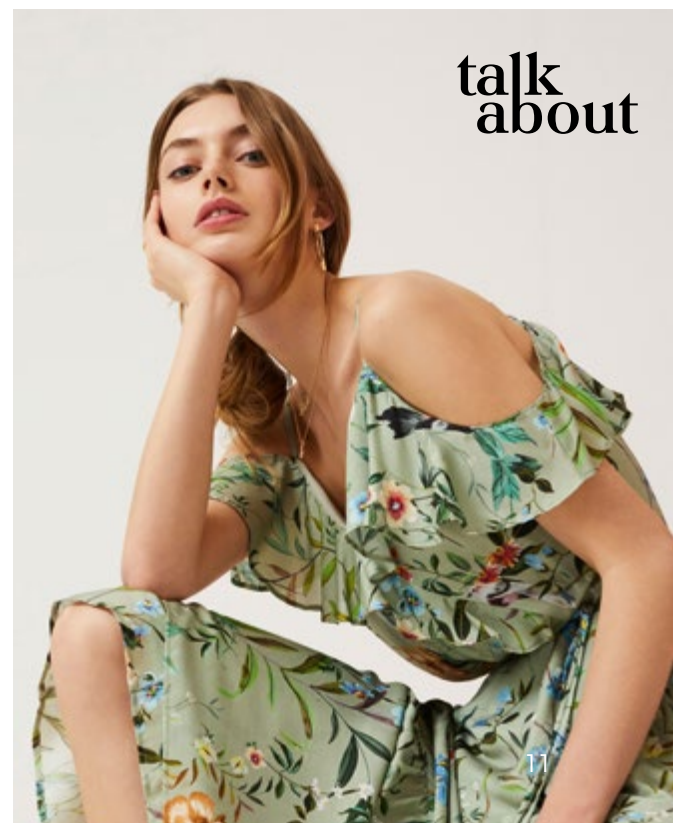
HALLHUBER offers a unique choice of ready-to-wear items, accessories, bags and shoes for fashion-conscious women. Every two weeks, **HALLHUBER** presents highly up-to-date collections which offer countless possibilities for combination and always reflect the current zeitgeist.

TAIFUN stands for international, feminine and urban fashion that is both trend-oriented and 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.



THE GERRY WEBER LICENSED COLLECTIONS: TOGETHER WITH THE GERRY WEBER ACCESSORIES, OUR LICENSED COLLECTIONS – GERRY WEBER BAGS, GERRY WEBER SHOES AND GERRY WEBER EYEWEAR – EXPAND THE FASHION AND LIFESTYLE WORLD OF GERRY WEBER.



BRINGING **THE BEST** TO EVERY WOMAN WE DRESS

FEMININE CASUAL CHIC INSPIRING

STYLISH TRENDS,
**ATTENTION TO
DETAIL,**
HIGH-QUALITY
MATERIALS,
EXCELLENT
WORKMANSHIP
AND COMFORTA-
BLE FITS DEFINE
THE GERRY
WEBER STYLE.

GERRY WEBER
Collection





GERRY WEBER
EDITION



IN
SPIR
ED

GERRY WEBER
casual

THAT
EXTRA
SOMETHING
WHAT WOMEN
WANT



INSPIRED
by

GERRY WEBER
ACCESSORIES



T

THE FASHION AND LIFESTYLE UNIVERSE OF GERRY WEBER IS IDEALLY COMPLEMENTED BY GERRY WEBER ACCESSORIES AND LICENSED COLLECTIONS: GERRY WEBER BAGS, GERRY WEBER SHOES AND GERRY WEBER EYEWEAR. **GERRY WEBER ACCESSORIES** ARE FASHIONABLE COMPLEMENTS TO EVERY OUTFIT. RANGING FROM SCARVES, SHAWLS, PONCHOS AND STOLES TO CAPS, HATS, BELTS, FASHION JEWELLERY AND GLOVES, THESE STYLISH ACCESSORIES OFFER CUSTOMERS AN IDEAL WAY TO COMPLETE THEIR PERSONAL FASHION STATEMENTS.

STYLING COMPLETED

DRESSED FOR SUCCESS

TAIFUN STANDS FOR INTERNATIONAL AND **URBAN FASHION**, WHICH IS **TREND-ORIENTED** AND **SUITABLE FOR BUSINESS** AT THE SAME TIME.



8221

ALWAYS WITH A
» FEMININE TOUCH «

INSPIRED
by

TAIFUN



URBAN
CONTEMPORARY
DRESSY



CONFIDENT
POSITIVE
CONTEMPORARY

SKILFUL INTERPRETATIONS
OF **CURRENT FASHION**
TRENDS ENSURE THAT FEMI-
NINE CURVES ARE SHOWN
IN THE BEST POSSIBLE LIGHT,
RESULTING IN A **SELF-**
ASSURED BODY IMAGE.



IN
SPIR
ED
by

SAMOON

THE PERFECT
PLUS

CASUAL, **SELF-ASSURED**
FASHION MADE OF
HIGH-QUALITY MATERIALS
AND WITH **EXCELLENT FITS**
FOR TODAY'S **PLUS-SIZE**
WOMAN

42

HALLHUBER IS A **MODERN** AND **INTERNATIONALLY** NETWORKED BRAND WITH A FIRM FOCUS ON THE **ZEITGEIST**. CAREFULLY HAND-PICKED, LUXURIOUS FABRICS ARE FASHIONED INTO LEADING-EDGE FASHION ITEMS. HALLHUBER CUSTOMERS CAN CONSTANTLY LOOK FORWARD TO FRESH SURPRISES, WITH NEW COLLECTIONS TELLING **UNIQUE STORIES** DELIVERED TO STORES EVERY TWO WEEKS, OFFERING **COUNTLESS OPTIONS FOR PERSONALISED MIXING AND MATCHING.**





READY

TO

WEAR

INSPIRED
by

HALLHUBER

L I F E
IS WHAT HAPPENS
EVERY DAY, NOT
THE SPECIAL
OCCASIONS.



IN
SPIR
ED
by

**talk
about**

LET'S TALK
ABOUT
TALK ABOUT

COOL

TRENDY

RELAXED

FASHION **BRINGS PEOPLE TOGETHER**, FASHION IS COMMUNICATION. OUR NEW TALKABOUT BRAND PUTS **FASHION STATEMENTS** AND **INDIVIDUAL LOOKS** CENTRE-STAGE.

ELEGANT AND **EASY-GOING** AT THE SAME TIME, TALKABOUT HAS ITS FINGER ON THE PULSE. THE BRAND STANDS FOR A **MODERN LIFESTYLE** THAT IS NOT DEFINED BY AGE BUT BY ATTITUDE AND, MOST IMPORTANTLY, BY A **LOVE** FOR **HIGH-QUALITY MATERIALS** AND UNCONVENTIONAL, SURPRISING CUTS.

12

COLLECTIONS

PER YEAR WITH 15 ITEMS EACH

SHOWROOMS IN



DÜSSELDORF
COPENHAGEN
LONDON
MADRID
MILAN
PARIS
SALZBURG
TORONTO
ZURICH



Photo: Christian Radlil



Photo: Uwe Brandl



Photo: istockphoto.com/Starcevic



Photo: www.offenblen.de

THE GERRY WEBER BRANDS are available on all continents, both in our own stores and in stores operated by our franchisees and local retail partners. To present the full variety of our fashion to domestic and international retailers, we have our own showrooms in the world's most important fashion hotspots.

SIX TIMES A YEAR retailers from all over the globe converge on these hotspots to discover our new collections, explore the latest trends and place their orders for the coming season.



Foto: istockphoto.com/IakovKalinin

GERRY WEBER PRESENTS THE
FULL VARIETY OF ITS FASHION
TO **INTERNATIONAL RETAILERS**

INSPIRATION AND IDEAS

THE SHOPPING EXPERIENCE AT GERRY WEBER

is much more than clothes, fashion and trends. Our stores and shop-in-shops invite customers to immerse themselves in the GERRY WEBER brands and collections.

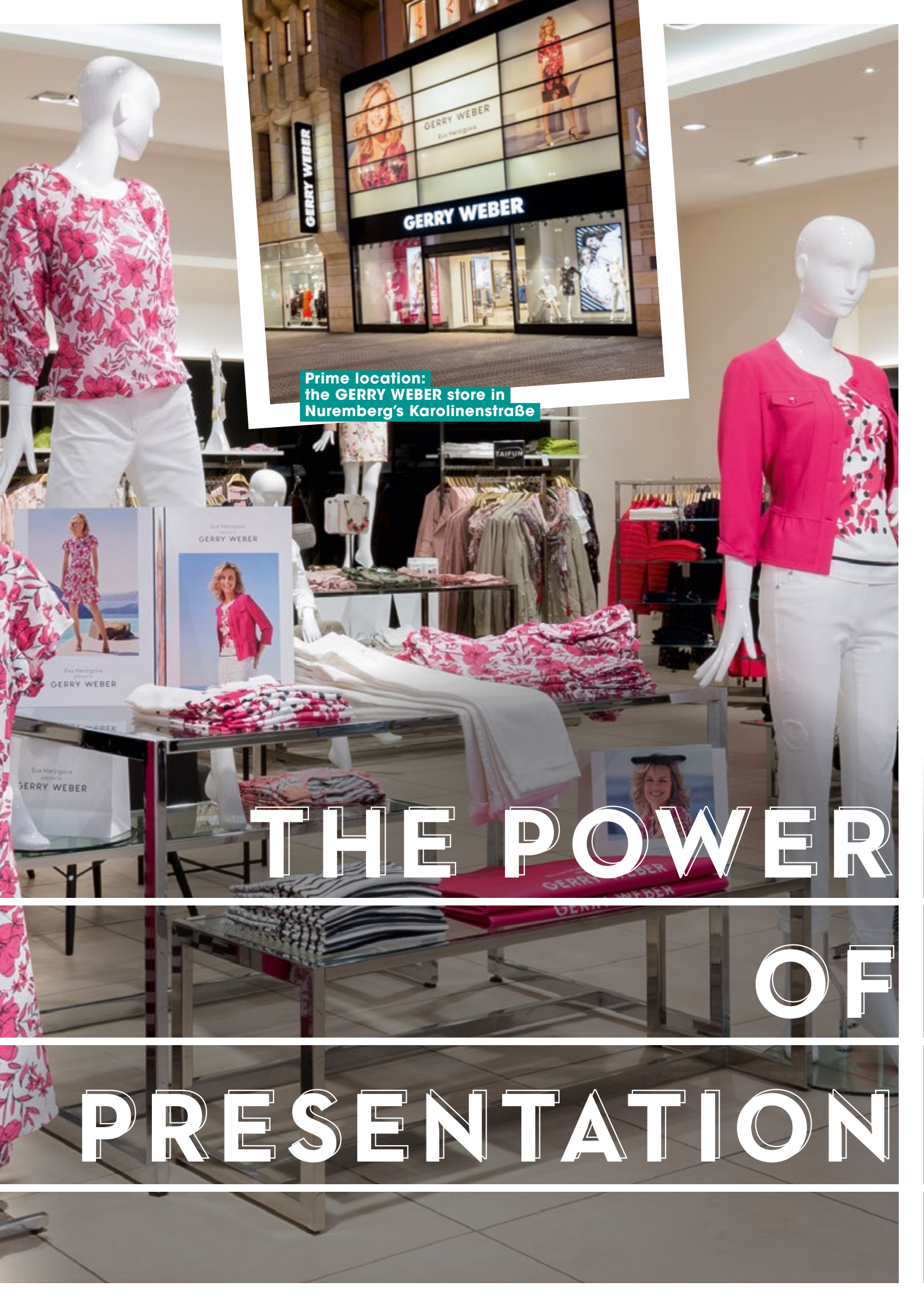
WE BELIEVE IN OFFERING CUSTOMERS

a special and sustained experience every time they visit one of our locations. Our store design is geared to create the right environment and ambiance for personalised advice and fashion guidance. Clear store layouts and contemporary fittings are instrumental in presenting our brands in a modern light, resulting in inspiring, high-impact presentations which are conducive to sustained sales.

GERRY WEBER
CONTINUES TO
ALIGN ITS STORES
WITH EVOLVING
CUSTOMER NEEDS
BY OFFERING
SUCH SERVICES AS
FREE WIFI IN A
**STYLISHLY
BRANDED
AMBIANCE.**

A finger on the pulse of
the big city: the exclusive
GERRY WEBER store at
Munich's Viktualienmarkt.





Prime location:
the GERRY WEBER store in
Nuremberg's Karolinenstraße

THE POWER OF PRESENTATION

DISCOVER THE GERRY WEBER **FASHION UNIVERSE** ONLINE AT WWW.GERRYWEBER.COM

TASTEFUL & EXCLUSIVE

WWW.HOUSE-OF-GERRYWEBER.COM

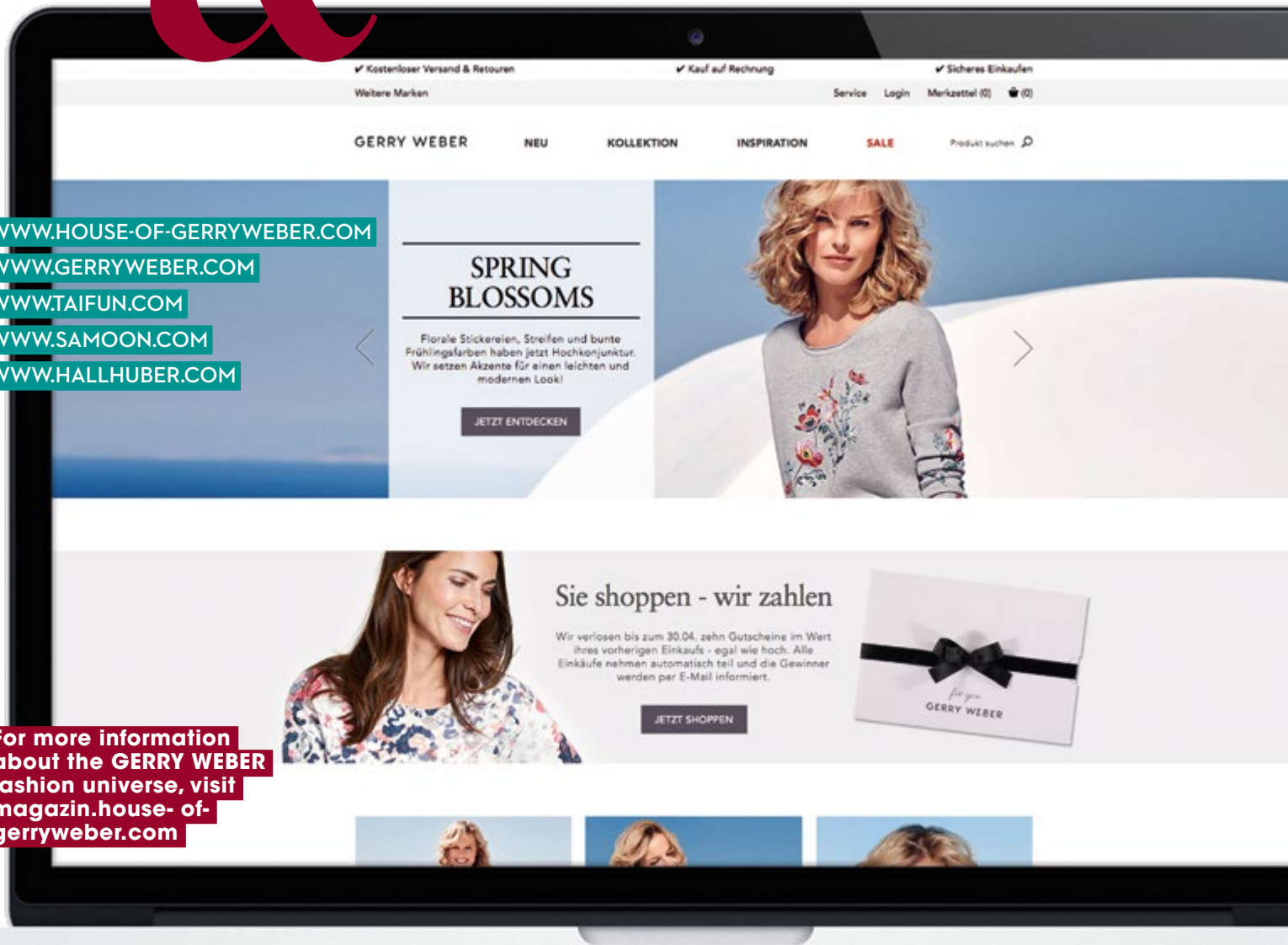
WWW.GERRYWEBER.COM

WWW.TAIFUN.COM

WWW.SAMOON.COM

WWW.HALLHUBER.COM

For more information
about the **GERRY WEBER**
fashion universe, visit
magazin.house-of-gerryweber.com



CONVENIENT ONLINE SHOPPING – the high user friendliness and an up-to-date look and feel make for a completely new, pleasant shopping experience. The online shops are fully responsive, which means that customers will find the perfect presentation on all devices such as desktop computers, tablet computers or smartphones.

Customers find inspiration in the Fashion Magazine, where the company provides insights into its fashion and lifestyle universes: information on fashion, designers, creativity, tips, guides and – last but not least – popular competitions.

GERRY WEBER
*STYLISH LOOKS
FOR EVERY DAY*

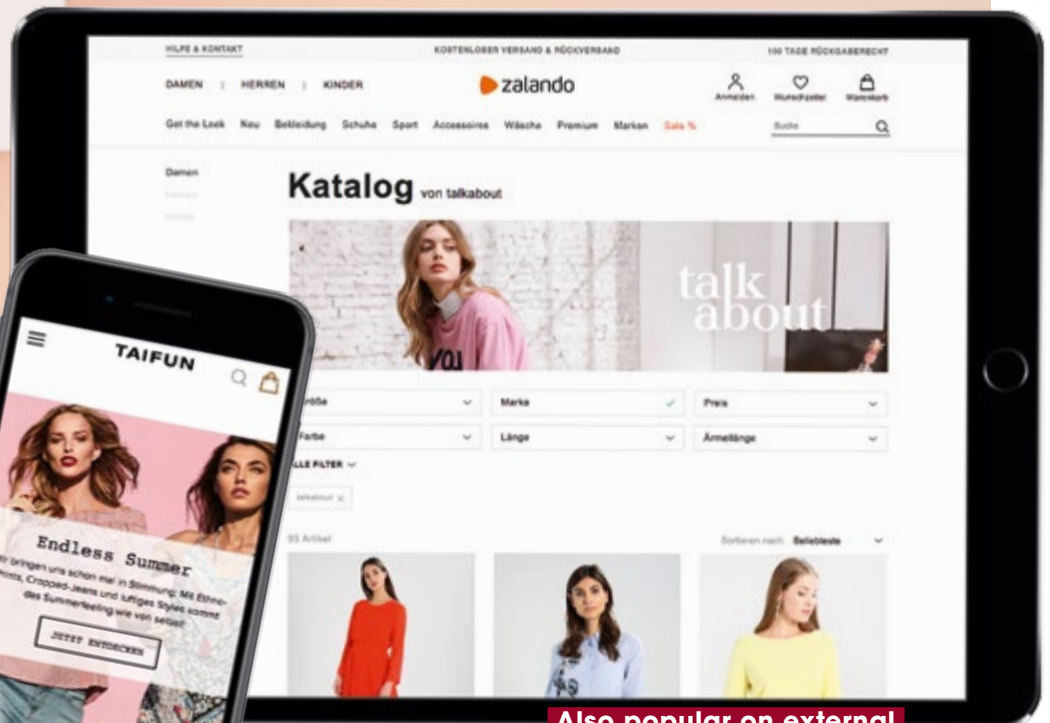


Emotional shopping experiences in the worldwide GERRY WEBER stores.

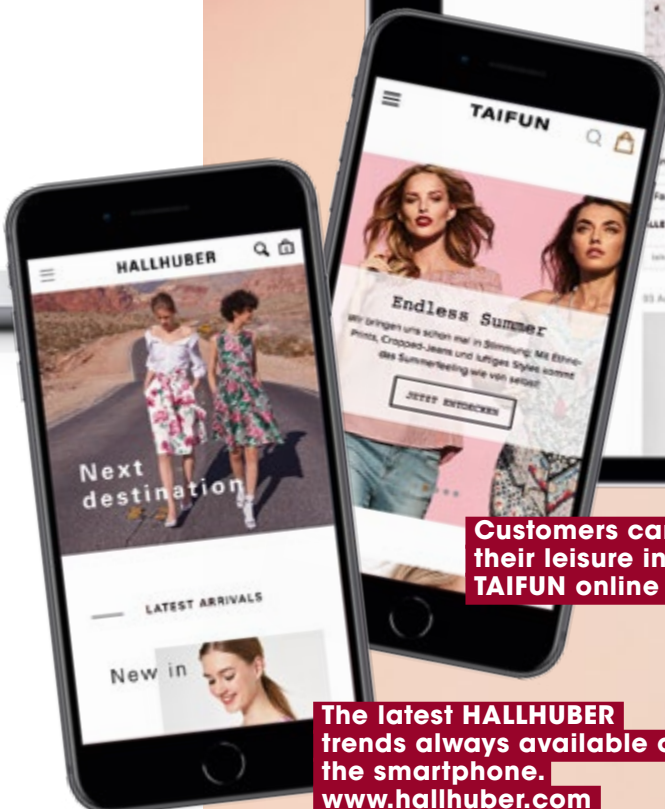
365

WE ARE THERE FOR OUR CUSTOMERS

365 DAYS, 24/7



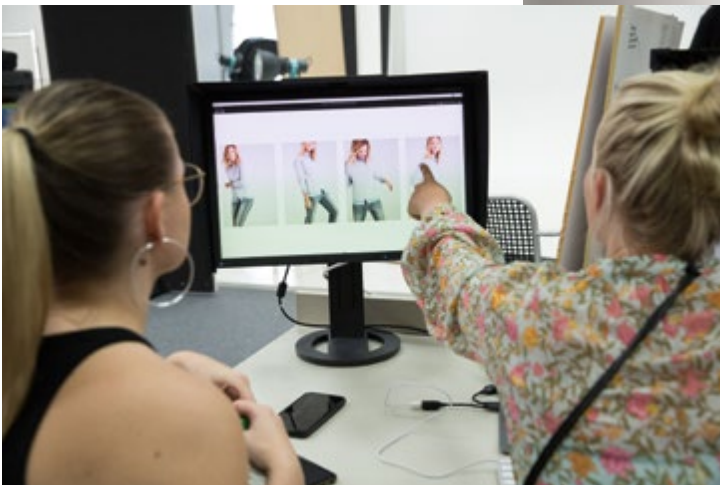
Also popular on external platforms: talkabout.



Customers can shop at their leisure in the TAIFUN online store.

The latest HALLHUBER trends always available on the smartphone.
www.hallhuber.com

MORE *THAN* JUST A SHOWCASE



WE WANT OUR PRODUCTS AND BRANDS to reach as many people as possible – from the GERRY WEBER store to the on-line shop to the digital showroom. In our modern in-house photo studio, we capture authentic impressions of silhouettes, fits and colours – for a shining appearance in all media and channels.



THE LATEST ADDITION TO OUR PHOTO STUDIO:

STYLESHOOTS MACHINES

FOR VIDEOS AND PHOTOS OF THE HIGHEST QUALITY AND FOR DIFFERENT FORMATS

MAKING THE HIGHEST DEMANDS ON **TECHNOLOGY AND PRESENTATION**, THE GERRY WEBER GROUP HAS BECOME THE **INNOVATIVE PIONEER** IN THE DIGITAL PRESENTATION OF FASHION.

THE DIGITAL *THINK TANK*

IN TIMES OF DIGITAL TRANSFORMATION THERE IS NO SUCH THING AS REGULARITY. DIGITISATION IS AN ONGOING PROCESS THAT NEEDS TO BE SHAPED AND LEVERAGED. **TODAY, CHANGE IS THE NORM** AND NOT THE EXCEPTION. IT OFTEN SUFFICES TO TAKE ANOTHER PERSPECTIVE IN ORDER TO KEEP PACE WITH DIGITAL CHANGE BUT SOMETIMES YOU NEED TO DEVELOP ENTIRELY NEW CONCEPTS. **E-GERRY WEBER DIGITAL GMBH** IS A DIGITAL THINK TANK THAT OFFERS **ROOM FOR CREATIVE, INNOVATIVE DEVELOPMENTS AND IDEAS.**



“

THE COMPLEMENTARY INTRODUCTION OF DIGITAL ORDERS IN OUR SHOWROOMS WAS **A FIRST STEP TOWARDS DIGITISATION** AND HAS LED TO LEANER STRUCTURES, GREATER FLEXIBILITY, FASTER SPEED AND HIGH ACCESSIBILITY OF OUR CUSTOMERS. 40 OR 85 INCH MONITORS ARE AVAILABLE TO FACILITATE COMBINATIONS OF THE INDIVIDUAL COLLECTION ITEMS IN ALL POSSIBLE COLOURS ON VIRTUAL GRID WALLS FOR AN EMOTIONAL IMPRESSION. THE PROFESSIONAL PHOTOS SHOT IN OUR IN-HOUSE PHOTO STUDIO USING STATE-OF-THE-ART TECHNOLOGY PROVIDE A PERFECT IMPRESSION OF COLOURS, FINE DETAILS AND PRINTS.”

Johannes Ehling,

Spokesman of the Managing Board,
Chief Sales & Chief Digital Officer



Professional photos allow even the smallest details to be identified when placing digital orders in the showrooms.



36

GATES FOR INCOMING
AND OUTGOING
MERCHANDISE

7

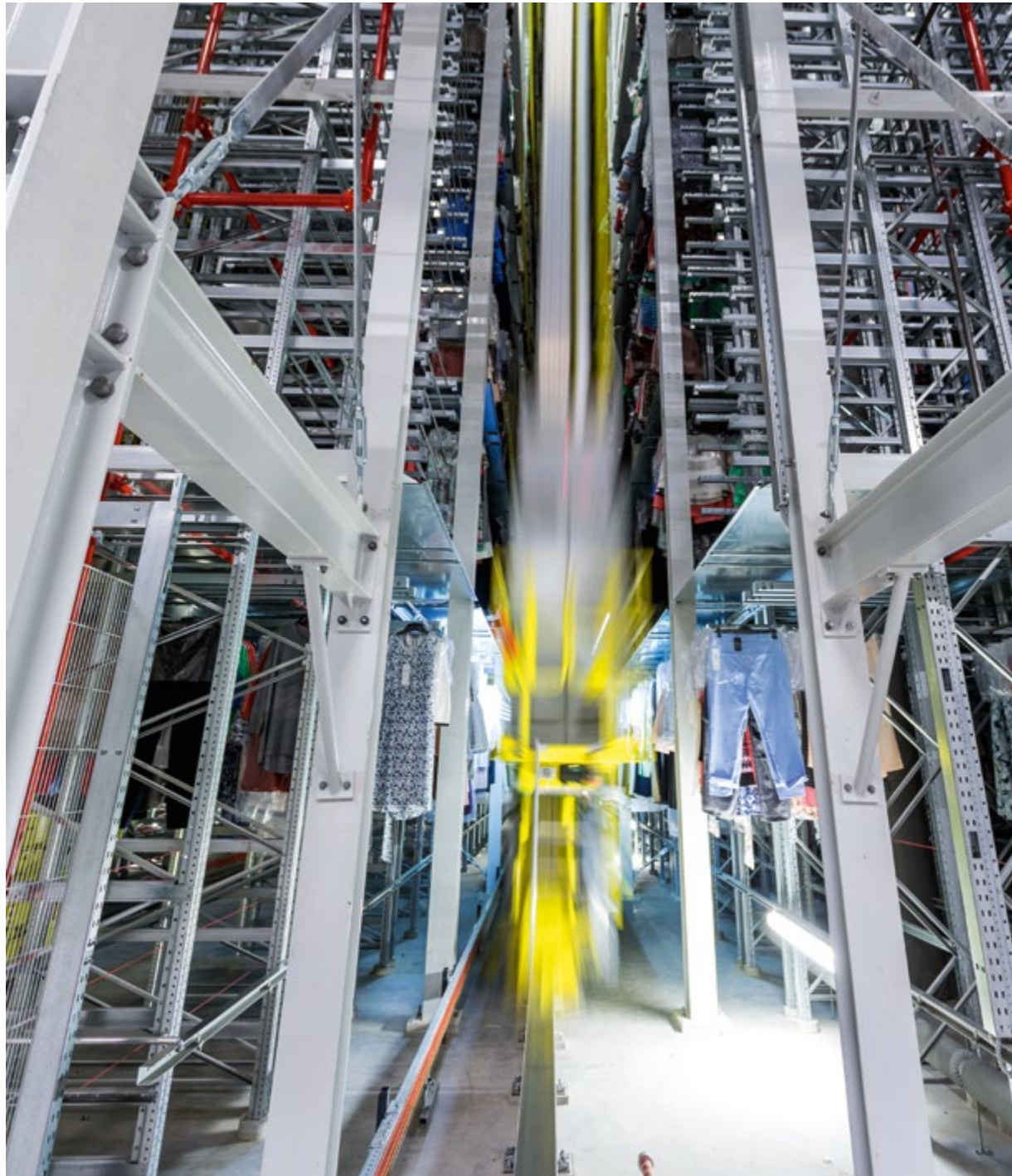
KM CONVEYOR
LINES FOR FOLDED
MERCHANDISE

11

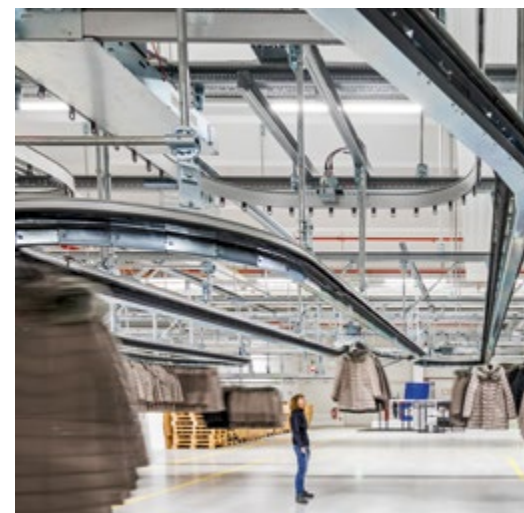
KM CONVEYOR
LINES FOR HANGING
MERCHANDISE

37

MILLION ITEMS
SYSTEM OUTPUT
PER YEAR



GERRY WEBER
IS AN INDUSTRY
LEADER IN
GLOBAL FASH-
ION LOGISTICS





LOGISTIK 4.0

MOVING

FASHION

GERRY WEBER IS ALWAYS ON THE MOVE.

Every day our collections are delivered to our own stores, to our retail partners and to our customers' front doors. The requisite processes have been revolutionised by the commissioning of our new Ravenna Park logistic centre in December 2015. This high-tech facility in Halle/ Westphalia is the new nerve centre of the company's logistics operations. Not least thanks to the application of innovative RFID technology, many millions of garments can be handled here every year. This approach ensures that each collection item takes the quickest possible route to its final destination: our fashion-loving customers.



76k
SQM OF WAREHOUSE
AND FUNCTIONAL SPACE

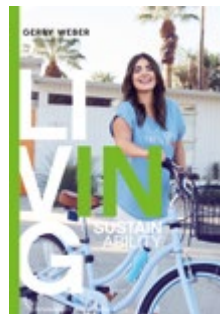
5.6
MILLION ITEMS
STORAGE CAPACITY

GERRY WEBER *goes* E-MOBILITY

ENVIRONMENTAL PROTECTION IS TODAY MORE IMPORTANT THAN EVER BEFORE - AND CLIMATE CHANGE AND ITS CONSEQUENCES ARE AN IMPORTANT ISSUE ALSO FOR GERRY WEBER. In 2017, we therefore introduced an energy management system and have already achieved initial successes. GERRY WEBER International AG alone saved more than one gigawatt hour of energy last year.

Moreover, we have recently launched a project in the context of the Energy Scouts contest of the Chamber of Industry and Commerce of eastern Westphalia that is about raising awareness for the responsible use of energy and resources and identifying specific possibilities for saving energy and resources through the use of environmentally friendly vehicles. At the initiative of trainees and apprentices of GERRY WEBER, the company's mail van, a VW Caddy, was replaced with an E-Smart. This not only led to improved consumption efficiency and reduced fixed costs but primarily benefits the environment, as some 1,200 kg of carbon can now be saved each year.

In our new Sustainability Report, we report on sustainable operation and social responsibility, which constitute the basis for a new form of forward-looking and value-based corporate governance. We have set ourselves the task of achieving all self-imposed goals in the area of social and environmental responsibility without losing sight of our corporate objective of profitable growth.



For more information, see our 2016/17 Sustainability Report under the following link: <https://group.gerryweber.com/en/company/corporate-social-responsibility/social-responsibility>



IN 2017, WE OBTAINED A PATH-BREAKING CERTIFICATION IN THE FORM OF THE GLOBAL ORGANIC TEXTILE STANDARD (GOTS), WHICH UNDERPINS OUR COMMITMENT TO SUSTAINABILITY. The GOTS certification gives us the possibility to gradually extend projects such as the GERRY WEBER Casual Collection with certified BioRe cotton for shirts to other product groups and brands of our company.

The GOT standard guarantees the use of cotton from controlled organic cultivation. The full supply chain from fibre production to the retail store is checked under environmental, social and technical criteria and certified. This enables us not only to offer products made from organic cotton but also to further increase the transparency of the supply chain. The GOT standard is thus an important step towards sustainable development. At the same time, it helps us meet the requirements of the Textiles Partnership, which we joined in 2015.

We have set ourselves comprehensive objectives relating to the use of organic natural fibres, social standards and energy management. Since December 2016, GERRY WEBER has been certified to the ISO 50001 energy management standard.



“ 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,
Creative Vice President
GERRY WEBER International AG

SUSTAINABILITY
CERTIFICATION
TO THE

**ORGANIC
TEXTILE
STANDARD**



HELPFUL AND CREATIVE COLLEAGUES, SHORT DECISION-MAKING LINES, GREAT SUCCESSES AND - MOST IMPORTANTLY FOR ME AS A MOTHER - THE FAMILY-FRIENDLINESS OF THE COMPANY MEAN THAT I GO TO WORK EVERY DAY WITH GREAT PRIDE AND ENTHUSIASM.

ANGELINA BOOS



FASHION CREATES EMOTIONS - IT IS OUR OBJECTIVE TO OFFER COLLECTIONS THAT INSPIRE WOMEN AND, MOST IMPORTANTLY, MAKE THEM HAPPY. THIS IS WHAT I LIKE MOST ABOUT MY JOB.

VERENA LINSTER

WORKING AND COMMUNICATING WITH PARTNERS AND COLLEAGUES OF DIFFERENT NATIONALITIES IN DIFFERENT LANGUAGES IS EXCITING AND OPENS YOUR MIND TO THE WORLD.

MARCELLO CONTU



PASSION & COURAGE



MY JOB PRESENTS ME WITH NEW CHALLENGES ON A DAILY BASIS, IS VERY DIVERSE AND ALWAYS SHOWS ME THAT I AM PART OF SOMETHING GREAT.

ALEXANDER BRENKER

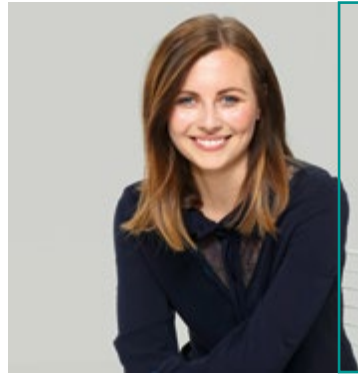
IT IS OUR EMPLOYEES' SHARED PASSION FOR FASHION AND THEIR COURAGE TO EMBRACE NEW IDEAS WHICH MAKE IT POSSIBLE TO DEVELOP HIGHLY SOPHISTICATED COLLECTIONS EACH SEASON.



I LOVE WORKING AT GERRY WEBER BECAUSE I TAKE PRIDE IN SEEING MY PROJECT, THE "RAVENNA PARK LOGISTIC CENTRE", BECOME REALITY AND GETTING BETTER EVERY DAY.

JULIA KRÄMER

**OUR
EMPLOYEES
ARE OUR
MOST VALUABLE
ASSET.**



ALWAYS BEING SURROUNDED BY FASHION, BY NEW CREATIVE POSSIBILITIES AND BY A FANTASTIC TEAM - THAT'S WHY I LOVE WORKING HERE.

JANNA RAHN

SHARING THE PASSION!

AS AN INTERNATIONAL COMPANY with solid family roots, we feel responsible for ensuring the best possible working conditions for our employees, from workplace design to daily interaction. Drawing on a corporate culture based on trust, reliability and responsibility as well as a strong team spirit, we encourage and enable each employee to contribute to the success of GERRY WEBER.

Whether they are APPRENTICES, MANAGEMENT TRAINEES OR LONG-STANDING EMPLOYEES - our employees grow with the company and jointly shape the future of GERRY WEBER. Flexible working hours, personalised training and further education options as well as exciting projects at our international locations ensure high levels of job satisfaction and allow for a good work-life balance.



FASHION IS REINVENTED EACH SEASON, WHICH MAKES WORKING AT GERRY WEBER SO EXCITING AND INTERESTING. THE ONLINE SHOP MAKES IT POSSIBLE TO QUICKLY RESPOND TO NEW TRENDS AND BREAK FRESH GROUND.

LISA BEKURDTS



FUN, PLAY AND FULL-DAY CARE: KIDS WORLD is the company's day nursery for employees' children. Staffed with fully qualified carers, the nursery provides competent, reliable and bilingual child care all day long. The **6,700-square-metre** site, a former farm, offers numerous attractions for fun-filled indoor and outdoor activities.

THE GERRY WEBER KIDS WORLD

VALUES AND GUIDELINES

THE BASIS OF OUR VALUES IS REFLECTED IN THE CODE OF CONDUCT FOR OUR MANAGING BOARD, OUR EXECUTIVES 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 filled the 3 core values of **trust, responsibility and reliability** with new life and developed a mission statement together with our employees. The aim is to actively shape the transformation of our company and, as a strong team, make GERRY WEBER viable and successful in the long term.

Compliance

Needless to say, GERRY WEBER is fully committed to complying with all laws and regulations. But we want to do more and keep an eye on ethical aspects in both our day-to-day business and our strategic decisions. After all, a good reputation is a key asset of any company and the basis for our long-term success. We are guided by the Code of Conduct of the GERRY WEBER Group, which comprises all rules and regulations, also for our dealings with external partners, and creates a shared understanding.



For more information, see our Compliance Brochure under the following link: <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. We also maintain 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.



- **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

Textiles Partnership

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 is committed to making a meaningful contribution to this partnership.

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).

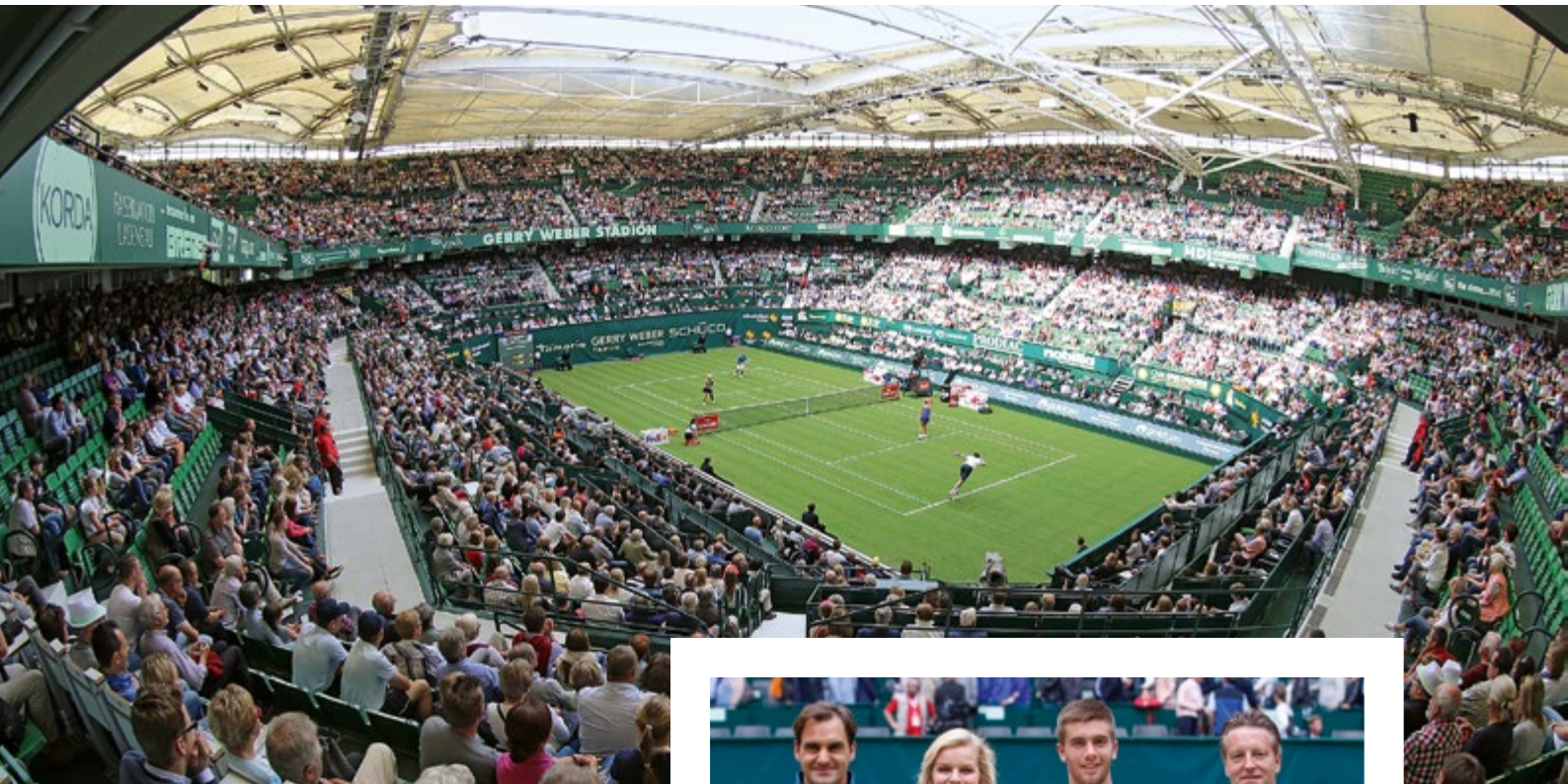
For more information on the Textiles Partnership, visit <https://www.textilbuendnis.com/en>

- **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 Modeindustrie 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.





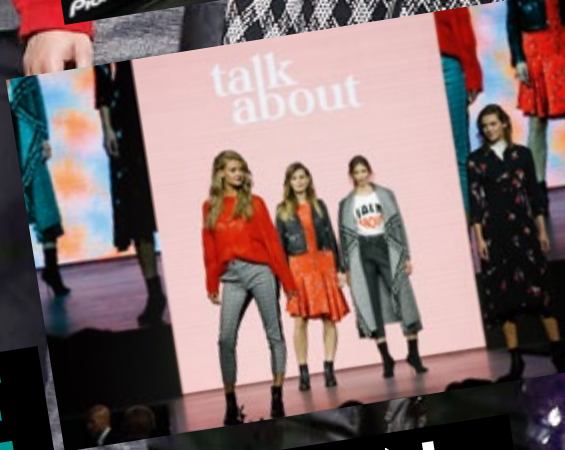
MODE *TENNIS* VIPs & STARS

GERRY WEBER FUSES FASHION, SPORTS AND CULTURE INTO A UNIQUE EXPERIENCE, CULMINATING IN A VERY SPECIAL ANNUAL EVENT: THE GERRY WEBER OPEN. This is the biggest ATP lawn tournament in Germany with TV coverage in over 140 countries. The GERRY WEBER OPEN, supported by a high-profile entertainment programme, attracts top ranked international tennis players and far more than 100,000 spectators and VIPs to Halle / Westphalia year after year.

THIS GRAND EVENT OBVIOUSLY REVOLVES AROUND THE TENNIS MATCHES WHICH SEE MAJOR TENNIS PLAYERS COMPETING AGAINST UP-AND-COMING TALENTS ON THE CENTRE COURT OF THE GERRY WEBER STADIUM. FIRMLY ESTABLISHED AS THE PERFECT PLATFORM FOR THE COMPANY'S COMMUNICATIONS ACTIVITIES, THE TOURNAMENT HAS CONTRIBUTED SIGNIFICANTLY TO THE COSMOPOLITAN IMAGE CULTIVATED BY GERRY WEBER DURING THE PAST MORE THAN 25 YEARS AND CONTINUES TO BOOST AWARENESS OF THE GROUP'S FASHION BRANDS AROUND THE WORLD.

THE FASHION NIGHT IS STAGED ON THE OCCASION OF THE GERRY WEBER OPEN TO PROVIDE AN EXCLUSIVE GLIMPSE AT **UPCOMING FASHION TRENDS, LOOKS AND COLLECTIONS.**

INTERNATIONAL MODELS MAKE THIS A VERY GLAMOROUS AND STAR-STUDDED FASHION SHOW. WELL-KNOWN FACES FROM SUCH HIGH-PROFILE TV SHOWS AS "GERMANY'S NEXT TOP MODEL" AS WELL AS GERMAN AND INTERNATIONAL CELEBRITIES **AND SURPRISE GUESTS** UNDERLINE THE STATUS OF THIS SOCIAL OCCASION.



THE GERRY WEBER OPEN FASHION NIGHT



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