

# CCC

## GUIDELINES AND GOOD PRACTICES FOR COOPERATION WITH THE CCC GROUP'S SUPPLIERS



The Supplier Code of Conduct sets out the standards of conduct for CCC’s suppliers with respect to human rights, labour rights, environmental protection and principles of business integrity. The Company is intent on working with Suppliers which respect human rights and labour rights, ensure safe and decent working conditions and run their activities with due regard for the natural environment and interests of the local communities. Notwithstanding the provisions of the Supplier Code of Conduct, all Suppliers working with CCC are obliged to comply with the laws, rules and regulations generally applicable in the country where they operate.

To cooperate with CCC, Suppliers are required to follow the provisions of the Code in their business. This applies to a Supplier’s employees and to all its subcontractors or sub-suppliers involved in the execution of orders for CCC. Wishing to commence a business relationship with CCC, a Supplier is required to sign a Declaration of Compliance, confirming that they have received, read and understood the CCC Supplier Code of Conduct and thus commit to comply with its provisions.

RESPECT	FAIRNESS
<ul style="list-style-type: none"> <li>Prohibition of child labour</li> <li>-</li> <li>Prohibition of forced labour</li> <li>-</li> <li>Prohibition of discrimination, harassment and violence</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with working time rules</li> <li>-</li> <li>Fair and timely pay</li> <li>-</li> <li>Freedom of association and collective bargaining</li> <li>-</li> <li>Combating corruption and bribery</li> </ul>
RESPECT FOR THE ENVIRONMENT	SAFETY
<ul style="list-style-type: none"> <li>Water and wastewater management</li> <li>-</li> <li>Chemicals management</li> <li>-</li> <li>Air emissions management</li> <li>-</li> <li>Environmental protection</li> <li>-</li> <li>Prohibited substances</li> </ul>	<ul style="list-style-type: none"> <li>Employee safety</li> <li>-</li> <li>Employee health</li> <li>-</li> <li>Product safety</li> </ul>



# CCC

## RESPECT FOR THE ENVIRONMENT



# CCC RESPECT FOR THE ENVIRONMENT



## WATER AND WASTEWATER MANAGEMENT

Suppliers minimise water consumption in manufacturing processes and manage water resources efficiently. They ensure that wastewater is properly treated prior to discharge (since leather tanning wastewater contains substances such as chromium (III) sulfate, sulfuric acid, etc.).



## CHEMICALS MANAGEMENT

Suppliers use chemicals efficiently and in compliance with the law. They identify and manage the risk associated with the use of hazardous chemicals, taking into account the health of employees, footwear users and local communities, and the environmental impacts. They use, store and dispose of chemicals in an appropriate manner.



## AIR EMISSIONS MANAGEMENT

Suppliers manage their air emissions. They take care to protect employees, their families and local communities from the negative impact of such emissions.



## ENVIRONMENTAL PROTECTION

Suppliers agree to comply with the applicable environmental regulations, to use natural resources reasonably and to continuously improve their environmental protection measures.



## PROHIBITED SUBSTANCES AND CONTAMINANTS

Our trading partners guarantee that none of the goods they supply contain prohibited substances and contaminants or, where regulated by statutes, none of them exceed the thresholds. Suppliers agree to have all materials they use tested by an accredited testing laboratory. CCC will not accept any batch without the "PASSED" test result received before the dispatch date.



## CIRCULAR ECONOMY

Incorporating the principles of circular economy into the CCC Group's operations to reduce waste and demand for virgin materials. Circular economy metrics include the deployment of circularity (closed-loop) solutions, environmentally sustainable packaging and ecodesign. This involves identification and analysis of raw material flows within the CCC Group's value chain; analysis of the principles of circular economy, phase-out of plastic bags, raising the percentage of recycled cardboard packaging material (to 70% in 2021) and maintaining it at that level in subsequent years, raising the percentage of recyclable cardboard packaging (to 80% in 2022) and maintaining it at that level in subsequent years, identification of opportunities to develop new products compliant with ecodesign principles, and subsequent planning of design work towards ecodesign.

# CCC

## ECODESIGN



# CCC ECODESIGN



## ROLL-OUT OF ECO-FRIENDLY LINE OF PRODUCTS, MANUFACTURED WITH THE USE OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES OR MATERIALS

The manufacturing process is characterised by optimised consumption of water and energy through the use of state-of-the-art technologies, yielding environmentally sustainable products. Made from organic or eco-friendly raw materials, products of this line will come under three labels: Leather Working Group, Water Based PU and Recycled plastic bottles ►

**SUSTAINABLE TANNING OF LEATHER**

Leather used in this product comes from those who care about the environment, **organic tanneries** that have been checked and certified according to the Leather Working Group protocol.

**RECYCLED PRODUCT**

To reduce plastic pollution, upper material was made from **recycled plastic bottles**.

**SUSTAINABLE PRODUCTION OF PU**

PU fabric used in this product comes from factories which care about our planet. In protection of our environment, we **reduced usage of water and power** to produce this fabric.



## PRODUCTS, INCLUDING FOOTWEAR, MADE FROM LEATHER COMING FROM SUSTAINABLE TANNERIES (CERTIFIED ACCORDING TO THE LEATHER WORKING GROUP PROTOCOL)

LWG certificates are awarded to leather producers committed to the standards of utmost environmental care and efficiency throughout the manufacturing process. LWG aims to promote sustainable business practices, such as not using potentially critical substances in the treatment of hides, as well as reducing water and energy consumption.



## WOMEN'S, MEN'S AND CHILDREN'S ACCESSORIES MADE MAINLY FROM RECYCLED PET BOTTLES OR FULLY NATURAL MATERIALS

Recycled PET (rPET) is an environmentally friendly, high quality, durable polyester fibre made entirely from processed plastic PET bottles. It reduces the output of virgin plastic, as old plastic is re-processed into a new material. Moreover, such production is less energy-intensive, with a reduced amount of carbon dioxide emissions and water consumption. At the same time, a plastic bottle is given a 'second life'.



## PRODUCTS MARKED WITH THE WATER BASED PU LABEL ARE MANUFACTURED FROM RECYCLED, BIODEGRADABLE AND ENVIRONMENTALLY SUSTAINABLE MATERIALS

Water Based PU-certified products contain no harmful substances, raw materials of animal origin or chemical compounds. They are made from water based resin and are free from solvents. In addition, the manufacture of Water Based PU-certified eco-leather and synthetic materials requires a small amount of water and energy. During the manufacturing process, only steam is emitted into the air, meaning that it is virtually free from emissions polluting the air or soil.



## COMPONENTS FOR FOOTWEAR COSMETICS ARE SAFE FOR HUMANS AND ENVIRONMENTALLY NEUTRAL

They are based on organic ingredients (e.g. natural aromatics, vegetable fats, beeswax). The packaging is recyclable (aluminium, glass) or made from recycled materials – plastic and paper. Spray products have been abandoned to reduce atmospheric emissions and replaced with atomiser bottles within the ECO line.

# CCC

## ETHICS



# CCC ETHICS



Measures taken to attain cost efficiencies and strong environmental performance.



Raising the environmental awareness of staff and the local communities, which may lead to pro-environmental choices and attitudes.



Deliveries partly transported by rail, reduction of waste streams, use of bulk carton boxes in the warehouse and distribution processes.



Regular quality checks and inspections of manufacturing conditions at producer facilities, verifying how many audits have been carried out at Suppliers and checks for compliance with the rules of the Supplier Code of Conduct with regard to social and environmental aspects.



Verifying the origin of materials, especially leather.



In order to help prevent animal suffering, CCC will not use, sell, advertise or promote products containing natural animal fur (especially of minks, foxes, rabbits, karakul lambs, racoon dogs and other animals killed solely for their pelts). Fur does not include raw hides or hides converted into leather products, combed materials i.e. wool, sheepskin and sheep hides, bovine hides and synthetic faux fur fabrics.



Not accepting products that do not comply with the current RSL (Restricted Substance List).



Educating Suppliers on human and labour rights as well as environmental matters.



Our Suppliers adhere to internationally recognised standards in human rights, forced labour, prohibition of child labour, discrimination, occupational safety and environmental protection.



Before shipping any finished goods, each Supplier is required to present the results of laboratory tests for chemical substances.



Suppliers minimise water consumption in manufacturing processes and manage water resources efficiently. They ensure that wastewater is properly treated prior to discharge.



Suppliers identify and manage the risks associated with the use of hazardous chemicals, taking into account the health of employees, footwear users and local communities, and the environmental impacts.



Suppliers manage their air emissions (aerosols, volatile organic compounds etc.) and take care to protect employees, their families and local communities from the negative impact of such emissions.



# CCC PROHIBITION OF



## ORDERING AND INCLUSION IN THE CCC GROUP'S COLLECTIONS OF NATURAL FURS DEFINED ACCORDING TO THE 'FUR FREE RETAILER' PROGRAMME



As defined in the 'Fur Free Retailer' programme,

- natural fur is: an animal hide or its part covered with hair, in a raw or processed state, or the hide of any animal killed solely for its pelt, including, without limitation, minks, foxes, rabbits, karakul lambs and raccoon dogs;

- fur does not include:

- a) raw hides or hides converted into leather products and hides with hair/fibres/wool fully removed from them during treatment;
- b) sheared and combed animal materials, wool, sheepskin and sheep hide;
- c) hair-covered hides, e.g. bovine hides;
- d) synthetic faux fur fabrics.



A photograph of three runners on a dirt trail. The runner in the foreground on the left is wearing a white long-sleeved top and grey leggings, with their right leg and black running shoe visible. The runner in the middle is wearing a black long-sleeved top and black shorts. The runner on the right is wearing a white long-sleeved crop top and black shorts, with white socks and white running shoes. The trail is surrounded by low-lying, succulent-like plants in shades of green and brown. The background is a hillside covered in similar vegetation under bright sunlight.

CCC