

ARMEDANGELS

made to make a difference

Global Sourcing Guidelines: for direct business partners and their subcontractors

V1.0



“Our lifestyle is filthy. From ethics to environmental impact, the way products are made and thrown away destroys everything in its path. We’ve refused to accept this since day one. 15 years ago, long before sustainability was a thing, we went all out to change the system and have been setting the bar higher and higher ever since.

Why? Business as usual is no longer an option, neither for the industry nor for the people or the planet. It is not about being perfect, it is about finding solutions and working collectively to make a real difference. Together, with our many partners, we are convinced that we can make a positive impact on scale.

We don’t have a lot of time left to pull humanity out of the mess that we got ourselves into.

So, let’s get it done. Let’s support and inspire each other in the process. Are you ready to go the extra mile with us?”



MARTIN HÖFELER, FOUNDER AND CEO

SCOPE OF COMMITMENT

This Global Sourcing Guideline for direct business partners (hereinafter “vendor”) and their subcontractors¹ has been prepared by Social Fashion Company GmbH (hereinafter “ARMEDANGELS”). It serves as a mandatory reference for all employees at ARMEDANGELS.

At ARMEDANGELS, we are deeply rooted in environmental and social justice. Our [Responsible Business Conduct \(RBC\)](#) principles guide our actions and commitments towards ethical sourcing, responsible supplier network management, and sustainable procurement of raw materials. You can learn more about our mission, vision, and efforts on our [mission page](#).

Our principles are aligned with the Common Framework of Responsible Purchasing Practices ([CFRPP](#)) and incorporated in all written processes at ARMEDANGELS as well as daily practices.

We only partner with vendors who share our values and show a strong commitment to ethical and environmental practices. We foster long-term relationships grounded in trust and mutual respect. ARMEDANGELS prioritizes vendors nearshore, unless strictly not possible due to specialized product needs, and focusses on countries and governments that protect workers' rights.

ARMEDANGELS promotes long-term relationships with its partners, subcontractors included. Hence the list of subcontractors working on the ARMEDANGELS products should remain as limited as possible and should not be changed regularly. Our vigilant onboarding process² includes a comprehensive human rights and environmental assessment to ensure alignment with our values. New vendors and subcontractors can only be introduced into the ARMEDANGELS supply chain upon successful completion of this process. Approval is then granted in writing. All vendors, regardless of their country of origin, are required to comply with the requirements outlined in the ARMEDANGELS Vendor Manual.

TABLE OF AMENDMENTS

Date	Version	Key changes	Valid from
11 July 2024	1.0	Creation	01 Aug 2024

CONTACTS

If you have any questions, do not hesitate to contact us.

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¹ Subcontractors are defined as all partners of Vendors conducting the following processes: CMT, flat knit, linking, printing, embroidery, washing and dyeing of ready-made garments, smocking, packaging.
² Internally called Human Rights + Environmental Due Diligence Onboarding Process.



DUE DILIGENCE AND RISK SCOPING

ARMEDANGELS uses a colour coding system to categorize countries. The basis for the colour coding system is the right to freedom of association (please see next chapter for detailed information) which allows individuals to join or form groups, such as unions, to collectively advocate for their interests. Freedom of association serves as a key enabler for other core labor standards, such as collective bargaining and the right to fair working conditions and was therefore chosen.

Colour Coding	Description	Requirement	Example
Green	Countries where freedom of association can be freely exercised by law	Sourcing of vendors and their subcontractors possible. Requirement: Successful HR+E DD ³ onboarding	Germany, Portugal (among others)
Orange	Countries where freedom of association is legally protected, but external stakeholders report violations	Sourcing of vendors and their subcontractors possible. Requirement: Successful HR+E DD onboarding special focus on ensuring freedom of association is protected by vendor.	Bangladesh, India, Italy, Morocco, Türkiye, Tunisia (among others)
Red	Countries where freedom of association cannot be freely exercised by law	Sourcing of vendors and their subcontractors NOT possible.	China, Myanmar, Vietnam (among others)

ARMEDANGELS employs a robust risk scoping system as a tool in the onboarding process to identify human rights risks in our supply chains. The internal risk analysis provides information on all eight labour standards⁴ including freedom of association . The below listed indices and sources are used to assess risks related to freedom of association in production countries.

- [ILOSTAT](#) Database
- [Global Rights Index - International Trade Union Confederation](#)
- [Corruption Perception Index](#)
- [Democracy Index](#)
- [Freedom of association and the right to collective bargaining / a guide for brands, Fair Wear Foundation, 2020](#)
- [Fear Wear Foundation Production Country Studies](#)

³ Human Rights + Environmental Due Diligence Onboarding Process.

⁴ 8 labour standards: 1. Employment is freely chosen; 2. Freedom of association and the right to collective bargaining; 3. There is no discrimination on employment; 4. No exploitation of child labour; 5. Payment of living wage; 5. Reasonable hours of work; 7. Safe and healthy working conditions; 8. Legally binding employment relationship.

ATTENTION TO FREEDOM OF ASSOCIATION

At ARMEDANGELS, we place special emphasis on freedom of association. This right is fundamental for ensuring democratic participation and protecting workers' rights globally. The International Labour Organization ([ILO](#)) supports this right through conventions like ILO Convention No. 87, which establishes international standards. Despite its legal recognition and ILO support, enforcement can vary, leading to ongoing challenges and reports of violations.

Freedom of association and collective bargaining are considered "enabling rights" that support the implementation of all other labour standards. ARMEDANGELS expects all vendors and their subcontractors to:

- Allow workers to join or form trade unions (confirmed by workers).
- Permit unions access to the factory and allow information sharing with workers.
- Provide paid time and space for union activities.
- Not interfere with or influence union functions.
- Not terminate, punish, threaten, intimidate, or harass workers or their representatives due to union activities.
- Bargain in good faith with representative unions and implement collective bargaining agreements.
- Not interfere with the right to strike, per international standards.

COMPLIANCE, AND UPDATES

The ARMEDANGELS Global Sourcing Guideline is reviewed and updated regularly to ensure ongoing relevance and compliance with evolving standards and practices. ARMEDANGELS is committed to continuous improvement in our sourcing policies and practices.