



Certificate BE12/223574570.05

The management system of

Cortina NV

Meersbloem-Melden 42
9700 Oudenaarde, Belgium



Has been assessed and certified as meeting the requirements of

ISO 9001:2015

For the following activities

Marketing, collection-making, sales and purchase of shoe and textile collections.

This certificate is valid from 27/04/2021 until 26/04/2024 and remains valid subject to satisfactory surveillance audits.

Issue 5. Certified since 26/04/2012.

Re certification audit due before 26/03/2024.

Multiple certificates have been issued for this scope.

The main certificate is numbered BE12/223574570.00.

Authorised by

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Accreditation Number
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Page 1 of 1

SGS 9001-15 01 0109



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PURPOSE

A company must base its management on ethical values. Aware of this, and assuming its social, human and environmental responsibilities, Walkemore, S.A. publishes its Code of Conduct.

SCOPE

Walkemore's Code of Conduct establishes the guidelines for professional conduct. It applies to all its interested parties (employees, managers, shareholders, customers, suppliers, subcontractors, community).

All interested parties must, while at their service and within the scope of their functions and competences, observe the principles included in the Code of Conduct.

REVIEW

The Code of Conduct is revised whenever there is a need for changes.

PRINCIPLES

HUMAN RIGHTS

Walkemore supports, respects and maintains a proactive attitude towards the protection of Human Rights.

- a) All employees are treated with respect and dignity.
- b) Recognizes to all human the rights and freedoms established in the Universal Declaration of Human Rights.

RELATIONSHIP WITH THE EMPLOYEES

Walkemore

- a) Respects equal opportunities and supports the abolition of discrimination in workplaces;
- a) Does not deny employment opportunities or discriminate workers on the basis of origin, ethnicity, social class, nationality, religious background, disability, sex, sexual orientation, union membership or political affiliation and age;
- b) Ensures employees have a safe and healthy working environment, prohibiting any form of harassment, "bullying" or "mobbing";
- c) Bases decisions regarding hiring, remuneration, benefits, access to promotions, termination of the contract or retirement only on the worker's capacity for the position in question.

Freedom of Association

Walkemore respects the right to freedom of association.

- a) Respects the employee's right to form and join unions of their choice without fear of reprisals. This does not mean that employees necessarily have to associate, but they must have the right to dialogue with the company.

Forced labour

Walkemore wants its employees to perform their duties in a work environment free from harassment or abuse and condemns all forms of forced labor.

- a) Jobs or services won't be obtained from anyone through recourse to threat or any other form of penalty and for which that person has not volunteered (example: slavery, debt-paying work or other exploratory practices).
- b) All employees must be inform of the terms and conditions of the service and the voluntary nature of the work as well as the freedom to resign when they so wish and receive the amount to which they are legally entitled.

Terms of Work

- a) Walkemore ensure that the working hours are in accordance to legislation.
- b) All extra work performed by Walkemore employees must be voluntary.
- c) Walkemore guarantee its employees the weekly rest period stipulated by law.
- d) Walkemore ensure that wages and benefits are paid in full compliance with applicable laws and must meet, at least, the minimum standards of the local industry.
- e) Walkemore ensure that the composition of salaries and benefits is clearly detailed.
- f) Walkemore ensure that deductions from wages are not made for disciplinary reasons.

Child Labor

Walkemore supports the United Nations Convention on the Rights of the Child.

- a) The minimum age limit accepted by Walkemore is 18 years.

Training and Education

Walkemore provides training and education to its employees at all levels.

- a) Training and education of its employees allows them to obtain the tools and practical knowledge for the development of their skills in order to be able to face new challenges.

ENVIRONMENT, SAFETY AND HEALTH

Walkemore intends to guarantee the development of its activity in accordance with the best practices of environment, safety and health.

- a) Ensure all efforts to improve the health and safety conditions of its employees, following the applicable legislation.
- b) Provide instruction, training and supervision of work practices.
- c) Provide personal protective equipment to protect its employees from any potential danger.
- d) Ensures that the best possible light, thermal comfort and ventilation conditions are maintained.
- e) Provide medical and first aid services.
- f) Aims to cultivate respect for the environment and continuous improvement in this area. This will be carried out through the implementation of good environmental practices, which involve the search for more environmentally correct solutions in order to prevent pollution, promote an adequate management of the waste produced, and reduce energy consumption.
- g) Seeks to minimize the consumption of dangerous chemicals by looking for viable substitutes.
- h) Promotes employees environmental responsibility.
- i) Encourage the provision of suggestions by its employees for the implementation of best environmental, safety and health practices.

CORRUPTION AND BRIBERY

Walkemore is committed to act with integrity and respecting the law in all aspects of its business.

It gives great importance to long-term relationships and deals with business partners, supervisory authorities and government entities based on principles, services and trust.

Unauthorized payments or other favouritism are not part of the conduct of Walkemore or its employees.

OFFERS AND OTHER BENEFITS

The delivery of offers and other benefits are, to some extent, customary practices in the market, constituting a legitimate way to establish and maintain a business relationship.

In this way offers and other benefits that constitute a practice of kindness and cordiality between the parties of a business relationship and that do not characterize the obtaining of benefits in any negotiations and do not translate into any form of obtaining personal advantage or for third parties (for example, relatives, friends.) can be accepted by Walkemore employees.

ANIMAL WELFARE

Walkemore requests that suppliers follow national and international laws regarding animal welfare. All animals are entitled to humane treatment, respect and satisfaction of their needs. We recognize our responsibility to ensure that all animals are treated with care.