<https://business-humanrights.org/en/eastern-europe-report-alleges-poor-working-conditions-in-shoe-supply-chains-company-responses-included>

1. Does your company source from Eastern Europe? If yes, from which countries and what are the shares?

Geox shoes are currently produced in Serbia, within our new fully owned factory (launched in January 2016). As already mentioned within the new business plan published in February, 2016 and available @ www.geox.biz in 2016 the Serbian Plant will cover around 4% of total production with the goal to reach 15 % of the total production in 2018.

Volumes generated by our Serbian Plant include the contribution of some independent suppliers located in Albania and Bulgaria according to the requirements from time to time.

Detailed information is available on page 165 of the Geox Business Plan information concerning the Geox Sourcing frame (http://www.geox.biz/static/upload/inv/investor-day-presentation.pdf).

1. How does your company assess the wage levels and make sure that the amount it pays is enough for a decent wage?

With reference to wages, Geox complies to the local/ country laws and is committed to foster that all its suppliers pay at least the legal minimum wage.

Moreover, Geox Suppliers must subscribe our Code of Conduct, available @ www.geox.biz under the sustainability area. Geox is developing a CSR audit program through an independent body to ensure the alignment to the code of conduct and to help our suppliers to be compliant where necessary. Should the audit highlight improvement areas, an Action Plan is agreed by the supplier and constantly monitored by Geox.

1. What wages does your company pay at its 5 top suppliers? Please, specify countries.

In the owned factory in Serbia Geox is committed to grant wages 20% higher than the minimum required by the local laws.

Geox oblige each supplier to subscribe and follow our Code of Conduct which highlights the fact that the compliance to the local/ country laws as well as the commitment to foster that all suppliers pay at least the legal minimum wage is mandatory.

1. What wages does your company pay at factories in Eastern Europe, including Albania, Bosnia & Herzegovina, Macedonia, Poland, Romania, Slovakia?

Almost the entire production of Geox in Eastern Europe is located in the own factory located in Serbia. Limited quantities are also produced in Italy, Albania, Bulgaria and Romania. These last countries are subject to the Geox Code of Conduct.

1. How does your company make sure that the piece rate system is not leading to abuses such as unpaid overtime, hurdles to use PPEs?

Geox is developing a CSR audit program through an independent body. The aim of the audit is to verify the full compliance towards the Code of Conduct and to help all suppliers and factories to improve in order to enhance their social responsibility processes.

Please refers to Code of Conduct’s Chapter 6.

1. How does the company make sure that PPE is provided? Is your company aware of the issues described in "Labour on a shoestring" report, such as hot/cold temperatures, fainting, etc.? If yes, what does the company do about it?

Geox constantly monitors and audit the owned factory in Serbia with regards to the Health and Safety processes. With reference to suppliers, strict rules are defined within the Code of Conducts at Chapters 8,9 and 10.

**Additional Comments:**

Geox is strongly committed in guaranteeing the highest level of safety in our manufacturing processes as well as in our products.

In addition, starting from 2011 we are collaborating with TUV Sud in order to certify the entire Geox collection with regards to quality and safety. Fall-Winter 2016 products come with Certification Trademark TUV (**Tüv Süd label**).

The collaboration with the Tüv Süd Group, a world leader in product certification, comes as a result of Geox shoes testing, to ensure non only the compliance with regulations, but also the respect of higher Geox requirements. The Tüv Süd Footwear Mark is a voluntary certification, confirming Geox’s concern for the environment and its commitment to ensure the safety, health and comfort of its products - particularly important when it comes to children’s footwear.

**Fall-Winter 16: Geox is the first brand to be awarded with TUV SUD Footwear certification.**

“Tüv süd” is one of the world’s leading technical service providers of testing, product certification, auditing, systems certification, training and knowledge services.

The footwear certification and mark means that Geox has completed a comprehensive testing and factory inspection program to safeguard against hazardous chemicals.

