

Improvement Programm

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The *Création Gross GmbH & Co. KG, Houbirgstraße 7, 91217 Hersbruck, Germany* and *Carl Gross Retail GmbH, Houbirgstraße 7, 91217 Hersbruck, Germany*, hereinafter referred to as "CREATION GROSS".

With the establishment of the Improvement Program, the Création Gross creates a platform that serves to indicate optimization possibilities and to report violations of legal regulations, specifications from the company regulations or other guidelines of Création Gross.

CONTACT



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REQUIRED INFORMATION

These questions can help:

- What happened?
 - Who is involved (names of people with function or position)?
 - Where did it happen?
 - When did it happen (e.g. dates, time periods)?
 - What is the nature of the violation?
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- The report can be made anonymously or by name
 - The report will be treated confidentially
 - The report will be processed within 7 working days of receipt

The principle applies that no negative consequences arise from the submission of the report - regardless of whether the report is confirmed or not.

EVERY REPORT MATTERS

We would like to **explicitly** encourage the reporting of violations of legal regulations, the requirements from the company regulations or other Création Gross guidelines - in the interest of honest employees and for the protection of the company.

Please report compliance violations to us and set an example for acting with integrity and loyalty!

More information at www.cg.fashion & www.carlgross.com