

# VINOKILO'S CODE OF ETHICS

The code of ethics and professional conduct is a rulebook which should enable and inspire everyone at Vinokilo. This set of rules serves as guidance to success, a positive and fun working environment, and opens space for community and individual development.

## 1—WE ARE RESPONSIBLE AND TREAT EACH OTHER WITH MUTUAL RESPECT

For us at Vinokilo, we seek to make second-hand fashion the norm. In so doing, social and environmental responsibility, trust, and mutual respect is at the core of everything we do. Every individual is entitled to fair and respectful treatment. We will not tolerate any forms of violence, discrimination, harassment or bullying. The well-being of our stakeholders, including employees, customers, suppliers, advisors, and partners should always come first. In that sense, we condemn any form of human exploitation

## 2—WE EMBRACE DIVERSITY AND FOSTER AN INCLUSIVE WORKING ENVIRONMENT

Our community is our biggest asset. We are forward thinking, sustainable, ethical, principled, and fun. Vinokilo is made up of people from all walks of life and that's exactly the community we must build for. We believe in the power of individuality and uniqueness within a community. Inclusion of all makes us stronger and we therefore welcome people of any gender, race, ethnicity, age, nationality, parental status, sexual orientation, ability level, religion, culture, subculture, or political opinion. We stand up loudly for the rights of our community and celebrate our wins. Their joy is paramount. Our community are the story makers and storytellers, the changemakers, the dreamers, the believers, and the creators. We protect them the best we can.

## 3—WE CONDEMN SEXISM, RACISM, AND OTHER FORMS OF DISCRIMINATION

We currently have over 40 different nationalities at Vinokilo. Everyone in the company has their set of values and way of being. We should always keep that in mind and respect and understand other's habits and ways of being. We do not judge our different ways of acting but rather learn from each other and enrich ourselves with different value sets and different points of view on life and work. As such, we strongly stand against any form of discrimination based on gender, sexual orientation, race, color, national origin, age, disability, and status as a parent. We encourage everyone to speak freely and without the fear of retaliation. Bullying and any type of harassment (verbal, sexual, physical, or other) will not be tolerated in any way, and any report thereof will be diligently investigated. Everyone should feel welcome in our community. [...]

## 4—WE VALUE SAFETY AND WELL-BEING ARE THE CORE OF OUR CULTURE

We prioritize the safety of our team and their families and seek to always work hard to create a work environment that enables our team and our community to feel safe. The same goes for our online customers and event shoppers. Our community's health and well-being are at the centre of our corporate culture. We believe in longevity – to go slow, to go long. Only if we prioritize our health, our minds, and fun will we be able to sustain ourselves over the long-term. And only then will we also be able to push longevity in our daily business. In more concrete terms, if you every need our support – whether you want to speak about on-site childcare or off-site subsidization of childcare, your immigration status, personal issues, family concerns, and other things you think we might help you solve – please never hesitate to come to us. We are here for you!

## 5—WE EMBRACE LONGEVITY, SUSTAINABILITY, AND PROTECTING THE ENVIRONMENT AS PART OF OUR VISION

We go slow, to go long. We believe clothes should be worn, worn, and worn again and we exist in order to protect our planet over the long run. We aim to create impact that is felt for generations to come. As such, we understand ourselves as activists because we know the long-term gain benefits us all. In so doing, every day we aim to reduce our corporate and private footprint, striving for environmentally responsible use of natural resources and improving our resource efficiency – following the ideal of a circular economy. We pay close attention to the resources we consume and use in our daily work and save as much as possible (e.g., by reducing waste, energy, and water, using recycled and upcycled materials, and minimizing our CO2 footprint), both in our warehouse, at our main office, our home offices, and at our Vinokilo events. Longevity, sustainability, social and environmental impact are absolute key concepts to us at Vinokilo as this is what our mission, vision, and future growth is all about.

## 6—WE PROVIDE HIGH-QUALITY VINTAGE PRODUCTS

We are committed to providing our customers with high-quality products. For us, vintage is the new new. We value our inventory greatly and care a lot about how our clothes are treated. Our love for clothes should transcend to how we sell it to our end customers. This way, we can spread the love for second-hand clothes and create impact together.

## 7—WE PROVIDE HIGH-QUALITY VINTAGE PRODUCTS

We want to support local suppliers and partners as much as we can. As such, we strive to choose the local alternative whenever possible. This goes for purchasing decisions in the warehouse, our main office, and home offices as well as our local partners at our events. We believe that collaborating effectively with local changemakers is the key to making an impact at global scale.

8—WE BASE OUR ACTIVITIES ON LEGAL AND LAWFUL BUSINESS PRACTICES

In order to effectively work with all of our stakeholders and work with them in a positive manner, we aim to comply with all relevant local, national, and international laws and regulations. Our suppliers and partners expect from us to conform to the law, and vice versa. Specifically, we want to emphasize that we condemn all forms of child labour and forced or compulsory labor.

9—WE CONDEMN ALL FORMS OF CORRUPTION AND BRIBERY

We prohibit bribery in any form, including kickbacks or gifts, on any portion of contract payment or soft dollar practices. We are against direct or indirect political contributions, charitable donations, and sponsorships that are not formally approved by our managing team. We commit to the public disclosure of financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations, and advocacy groups. Anonymous reporting (i.e., “whistle-blowing”) of perceived corruption, bribery or fraud is encouraged.

10—WE STRIVE FOR TRANSPARENCY WITH ALL OF OUR STAKEHOLDERS

We oblige ourselves to practice transparency, honesty, and open communication with all of our stakeholders – from employees, to customers, to suppliers, partners, and others. We are particularly keen to be as transparent as possible when it comes to our social and environmental impact. We are always open to feedback and open conversations here. In addition, we are especially keen to be transparent with our customers so that they can make informed decisions, including all information regarding fees, terms and conditions, and our data privacy practices. We always are keen to hear customers’ feedback and improve our offerings accordingly.

11—WE HANDLE PERSONAL DATA RESPONSIBLY

When we collect personal data relating to employees, customers or other parties, we ensure the greatest care and sensitivity. We aim to comply with all relevant laws and policies.

12—SPEAK UP FREELY AND LET US KNOW IF WE CAN IMPROVE

We value an open work environment where we can all raise concerns freely. We would always love to hear how we can improve our code of ethics and encourage our management team to listen to criticisms and concerns. We take every concern very seriously. In this sense, we explicitly also guarantee workers the right to band together for collective bargaining through representatives of their own choosing and guarantee freedom of association. If you ever have any questions about any of the points above, we are happy to hear from you!