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SUSTAINABILITY REPORT



MILES

A LI & FUNG COMPANY



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FOREWORD

As a globally active company, we at Miles are conscious of our far-reaching responsibility for the people working for us and in our supply chain as well as the environment. That is why a core component of our company philosophy is constantly improving our processes, reducing our consumption of natural resources and enhancing fair and safe workplaces. Through the introduction of our sustainability strategy, we have created the conditions necessary to build greater transparency and trust with our customers, employees, suppliers as well as our broader stakeholder community.

IDENTIFYING RISKS, REDUCING RISKS

The Miles Group has carried out a risk analysis to identify and reduce any unwanted side-effects of our business activities, following the example of our parent company Li & Fung. Using the environmental and social impacts identified in the analysis, we have defined a range of measures and mandatory minimum standards. Regarding environmental concerns, the primary risks range from greenhouse gas emissions, water pollution, lack of resource efficiency and waste management to the emission of harmful substances. Key social compliance risks relate to wages and benefits, decent working hours, health and safety as well as unauthorized subcontracting. The objective of our sustainability management approach is adherence to a set of key environmental and social standards, thereby minimizing potential risks in our supply chain.

„Sustainability in all its forms is a central component of our business activities. This encompasses interacting conscientiously both with our environment and with all the people who work along our supply chains. This awareness is fundamental to our entire management and purchasing practices.“

Ulrich Mayer, CEO





WE ARE A
LI & FUNG
COMPANY



MILES

THE FUNG GROUP


The Fung Group of companies' core businesses operate across the entire global supply chain for consumer goods including trading, logistics, distribution and retail. We have a rich history and heritage in import and export trading and global supply chain management.

Hong Kong

headquartered multinational group with

1 company listed on the Hong Kong Stock Exchange 


 Over **1,100** retail outlets in over **400** cities across 12 markets

 A global network of over **350** offices and distribution centers

 **40** export markets

 Leaders in Trading, Logistics, Distribution and Retail

Some **25,000+** Employees* 

 **115+** years of history & evolution

 **US\$ 17.7** billion Group turnover in 2019

1906

Founded as a Canton-based trading startup

1979

Emergence of a regional company

2006

A global supply chain group

TODAY

Creating the future of retail and the supply chain

1949

Hong Kong-based exporter

1995

Evolution of a multinational group

MILES

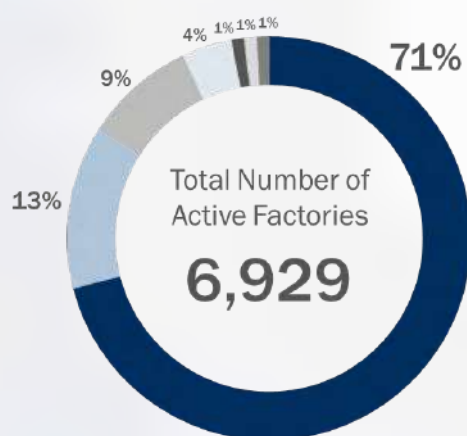
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SUPPLY CHAIN

The Fung Group designs, sources and delivers a diverse range of products – including apparel, accessories, furniture and household products, among others – from a network of up to 7,000 suppliers in over 50 production countries, to over 2,000 customers globally.



LI & FUNG SUPPLY CHAIN



China	4,935	71%
South Asia	881	13%
Southeast Asia	649	9%
Europe and Turkey	270	4%
North Asia	83	1%
Americas	65	1%
Others	46	1%

MILES SUPPLY CHAIN



China	359	82%
Bangladesh	40	9%
Pakistan	17	4%
India	10	2%
Vietnam	6	1%
Others	5	1%

MILES GROUP

We are a private label producer, which offers branded products and celebrity endorsed programs, focusing on global mass market retailers. Our product range include apparel, footwear, hardgoods and home textiles for traditional retail and e-commerce. Further areas of our companies are virtual product development, 3D design, and the digital supply chain.

Acquired by
Li & Fung in
2008

Founded in
1957

Total number of
employees
> 200

Turnover
> €250 Mio

> 450
suppliers

28
offices worldwide

16
employees in
international
Sustainability
Team

11
sourcing offices
worldwide

Headquarters in
Norderstedt

6 CORE GOALS



GOAL #1



REDUCTION OF GREENHOUSE GAS EMISSIONS

The Miles Group has set itself the goal of an 85 % reduction in its greenhouse gas emissions by 2050. To achieve this goal, we regularly calculate our carbon footprint, define measures for improvement and monitor the progress on a regular basis.

SAVING ENERGY

From the use of green energy in the office to parking spaces for electric cars: we are reducing our carbon footprint every day at the office, too.

IMPROVING PRODUCT DESIGN

With the support from external consultants, our employees are working on concepts to help optimize our product design in terms of CO₂ emissions.

SELECTING MATERIALS WITH CARE

When manufacturing our products, we take care to use materials in the least energy intensive way possible.

REDUCING FLIGHTS

We check the necessity of each flight before taking it. Since January 2020, before the Covid-19 pandemic, we have been offsetting the CO₂ emissions from unavoidable domestic flights.

Covered SDGs:



OUR CARBON FOOTPRINT IN 2021



Greenhouse gas emissions are divided into 3 different areas or so-called "scopes":

Scope 1 covers all direct emissions, which are emissions caused directly by Miles, such as the burning of gas for heating or petrol for cars.

Scope 2 covers indirect emissions. At Miles we only have 1 type of Scope-2 emissions, which is the consumption of electricity.

Scope 3 covers all other emissions which are caused by our business operations. Such as business travels, logistic operations, but also employee travelling and most importantly: The production of the products which we sell to our customers.

When looking at the report for 2021, it becomes very obvious, which part of our business has the greatest impact on our emissions. With almost 97% of all Miles emissions coming from the production of the goods we sell, it becomes very clear where we have to focus the most in order to lower our emissions.

Miles Group Carbon footprint 2021	Source of emissions	tonnes CO ₂	in % without: Goods & Services / Delivery of goods / Transport upstream	in % (total result)
Scope 1	Heating (Gas)	508	73,8%	0,4%
	Company Cars	32	4,7%	0,0%
	Aircondition (leakage)	0	0,0%	0,0%
<i>Sum of Scope 1</i>		540	78,5%	0,5%
Scope 2	Electricity**	0	0,0%	0,0%
	(location based)	192		
<i>Sum of Scope 2</i>		0	0,0%	0,0%
Scope 3	Goods and Services	109.363	--	96,7%
	Petrol / Energy loss*	0	0,0%	0,0%
	Delivery of Goods	2113	--	1,9%
	- inbound Seefreight	1175	--	1,0%
	- inbound truck	32	--	0,0%
	- inbound Airfreight	907	--	0,8%
	Waste*	0	0,0%	0,0%
	Business Travel	2	0,3%	0,0%
	Employee commuting	146	21,2%	0,1%
	Transport upstream Goods	942	--	0,8%
<i>Sum of Scope 3 (without goods & services)</i>		148	21,5%	0,1%
<i>Sum of Scope 3 total</i>		112.566	--	99,5%
<i>Total result (without Goods & Services)</i>		688	100,0%	
<i>Total result</i>		113.106	--	100,0%

* Calculation in progress

** Due to 100% green energy sourcing, the CO₂-emissions of electricity on a market-based approach can be valued with 0 tonnes of CO₂e. The location-based electricity CO₂-equivalent emissions are 192 tonnes of CO₂e

OUR CARBON FOOTPRINT IN 2021



SCOPE 1

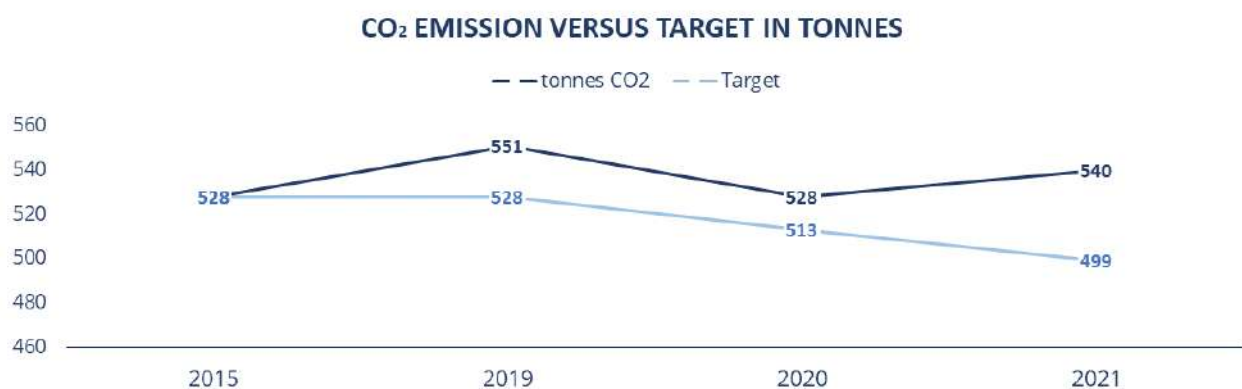
Scope 1 mainly consists of the emissions caused by heating the office buildings and the fuel consumption of the 4 company cars currently in service.

As our buildings are already optimized with regard to isolation, and as the company cars only make up a very small amount of the emissions we cause, the only way we can achieve our target will be through compensation.

For 2019, 2020 and 2021, the total sum of 79 tons of CO₂ must be compensated in order for Miles to be on track.

KPI - Environmental

		due date	base year 2015	2019	2020	2021	Goal 2022	Goal 2023
Reduction of Scope 1 CO ₂ -Emission by 85 % (compared to 2015)	cumulative	2050	100%	4.35%	7.24%	15.50%	-8.22%	-10.96%
	annually	2050	100%	4.35%	2.88%	8.26%	-2.74%	-2.74%



OUR CARBON FOOTPRINT IN 2021



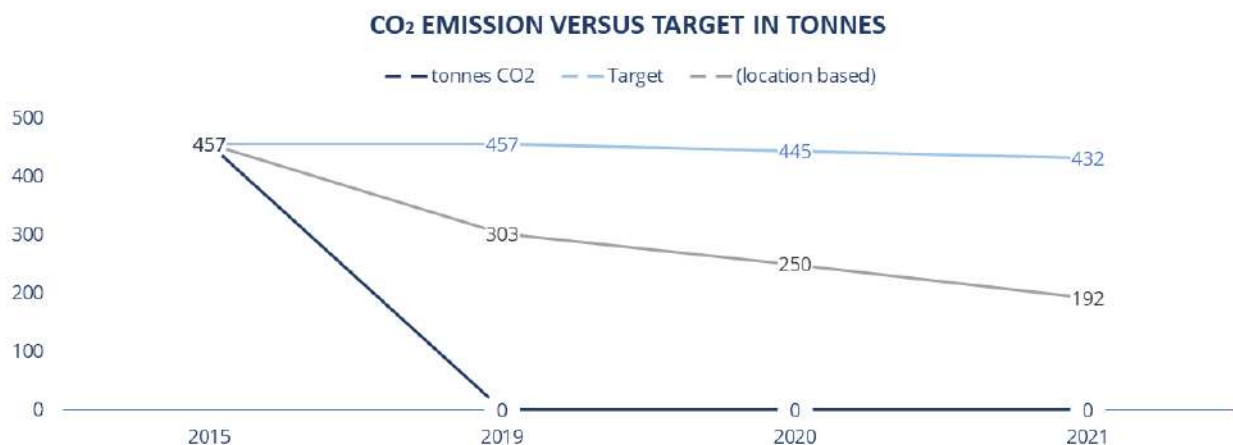
SCOPE 2

Since 2019, Miles is using electricity from 100% regenerative sources and this is why, our electricity use can be calculated as being carbon neutral. To make it comparable, the emissions from our electricity use is also calculated with the average market emission data, but the results can be excluded from calculations.

All together, Miles is on track with regard to the Scope 2 emissions.

KPI - Environmental

		due date	base year 2015	2019	2020	2021	Goal 2022
Reduction of Scope 2 CO ₂ -Emission by 85 % (compared to 2015)	cumulative	2050	100%	-100.00%	-100.00%	-100.00%	-8.22%



OUR CARBON FOOTPRINT IN 2021



SCOPE 3

Scope 3 emissions are the sum of all other emissions, and therefore this scope needs special attention.

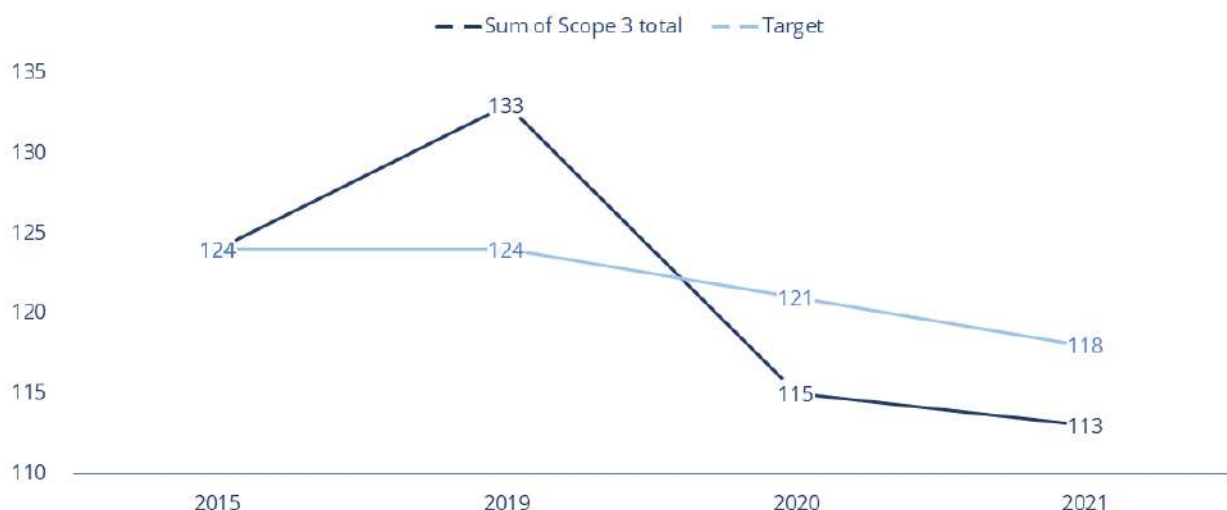
For 2021, we can generally say that we are currently on track with our goals.

However, it is important not just to focus on the final result, but it is necessary to look deeper into the details about how the targeted goals have been achieved. This is important in order to check whether we are on track compared with our targets, or if the results are diluted by special effects.

KPI - Environmental

		due date	base year 2015	2019	2020	2021	Goal 2022
Reduction of Scope 3 CO ₂ -Emission by 85 % (compared to 2015)	cumulative	2050	100%	7.18%	2.22%	-2.09%	-8.22%
	annually	2050	100%	7.18%	-4.96%	-4.31%	2.74%
	per 1 Mio EUR turnover	2050	100%	98.82%	0.64%	-5.89%	2.74%

CO₂ EMISSION VERSUS TARGET IN TONNES (IN TSD)



OUR CARBON FOOTPRINT IN 2021



SCOPE 3 CONT.

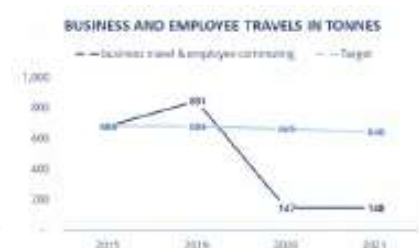
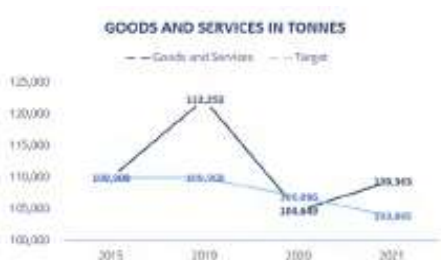
In 2021, the result of our total emissions was heavily affected by to 3 special events:

- Corona (supply chain disruptions, work from home) and a general shift in logistic operations:
- customers switching to FOB delivery.
- closure of the Miles warehouse in Norderstedt (as a result of the customer switch to FOB).

The effect of those one-time special events effectively caused a massive reduction of GHG-emissions, leading to a result better than targeted. However, the most important segment (goods and services) actually saw a rise in emissions and it becomes hereby evident that there is a need for action in this area.

KPI - Environmental

		due date	base year 2015	2019	2020	2021	Goal 2022
Reduction of Scope 3 - (goods and services) CO ₂ -Emission by 85 % (compared to 2015)	annually	2050	100%	13.24%	1.64%	10.68%	0.00%
Reduction of Scope 3 - (delivery of goods) CO ₂ -Emission by 85 % (compared to 2015)	annually	2050	100%	-35.32%	-32.56%	-81.34%	-2.74%
Reduction of Scope 3 - (business travel & employee commuting) CO ₂ -Emission by 85 % (compared to 2015)	annually	2050	100%	24.42%	-77.88%	-77.06%	2.74%



„In our employee training sessions, we work together to find ideas for how we to manufacture our products using less CO₂. This is exciting and it is great to know that every little success helps to protect our climate.“

Bjarke Jørgensen, Manager Technical



GOAL #2



REDUCTION OF HAZARDOUS SUBSTANCES

The GREENPEACE DETOX COMMITMENT sets the highest standards for the use of chemicals in the manufacture of textile products and shoes. Likewise, the campaign demands complete transparency for supply chains and the publication of test results for wastewater, which is reintroduced into the environment.

We consistently adhere to these requirements and goals in our supply chains. In the dye works, washing facilities and tanneries that process our main materials, we carry out regular wastewater and sludge analyses and monitor the results. Should we identify deviations, we support the businesses in identifying the failures and implementing the necessary corrective measures. A team of trained experts is on hand to provide local support in Europe and in our procurement markets.

Before we design a product, we inform ourselves about the materials needed to make it. Our goal is to use **RAW MATERIALS** that have as little environmental impact as possible and, ideally, are recyclable, too.

Trained specialists at our **PRODUCTION SITES** in Europe and our procurement markets provide active, on-site technical support.

We run regular workshops to give our employees further training in **SUSTAINABLE PRODUCT DESIGN**.

Covered SDGs:



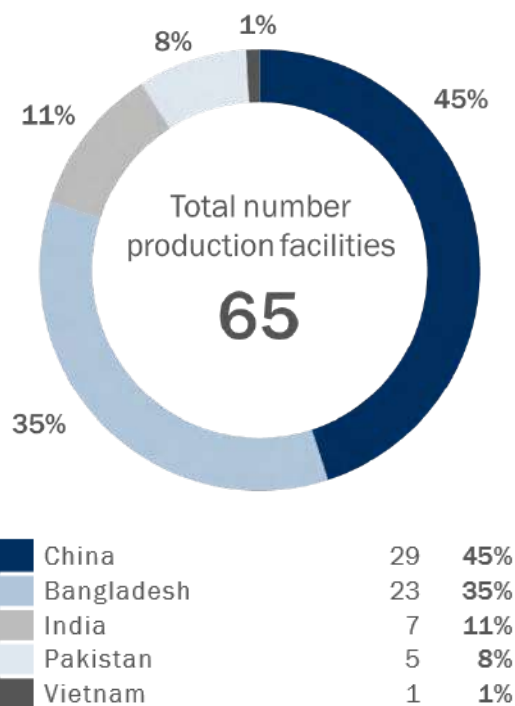
GOAL #2



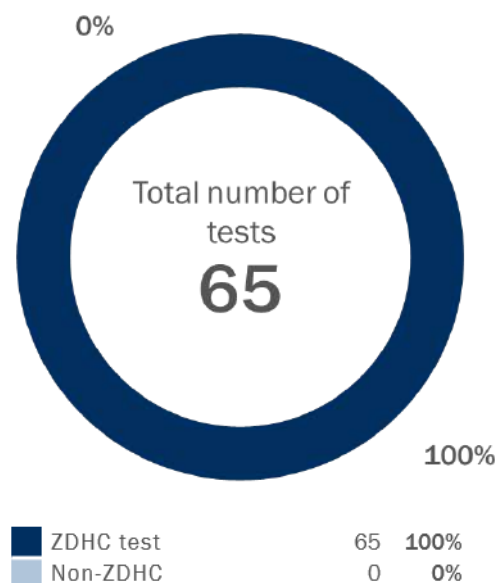
REDUCTION OF HAZARDOUS SUBSTANCES

The following graphs show the performance of the wet-process production facilities, that have been used for textile and shoe orders from August 2020 to August 2021.

Distribution of wet-process production facilities



ZDHC waste water reports



GOAL #3



RESOURCE EFFICIENCY & WASTE REDUCTION

Part of our sustainability strategy is the reduction and prevention of waste or - if unavoidable - to use the resources in the most efficient way.

Among the multiple targets, a reduction of plastic packaging by 50% and office paper reduction by 30% till 2025 are some of our ambitious goals.

Reduce

Reuse

Replace

Recycle



Covered SDGs:



GOAL #3



RESOURCE EFFICIENCY & WASTE REDUCTION

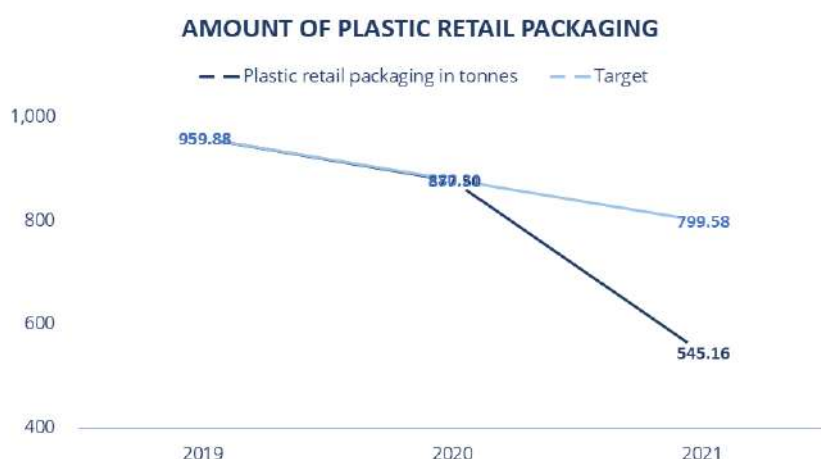
„We want our products to leave us with a clear conscience. Our customers trust us to deliver products that have been made in accordance with the highest ecological standards.“

Janina Lange, Product Developer



KPI - Environmental

		due date	base year 2015	2019	2020	2021	Goal 2022
Reduce plastic retail packaging by 50 % till 2025	%	2025	n/a	0.00%	8.60%	43.20%	25.00%
Amount of plastic retail packaging	tonnes	2025	n/a	959.88	877.5	545.16	n/a



50 %
REDUCTION IN
PLASTIC PACKAGING
by 2025
(compared with 2015)

GOAL #3

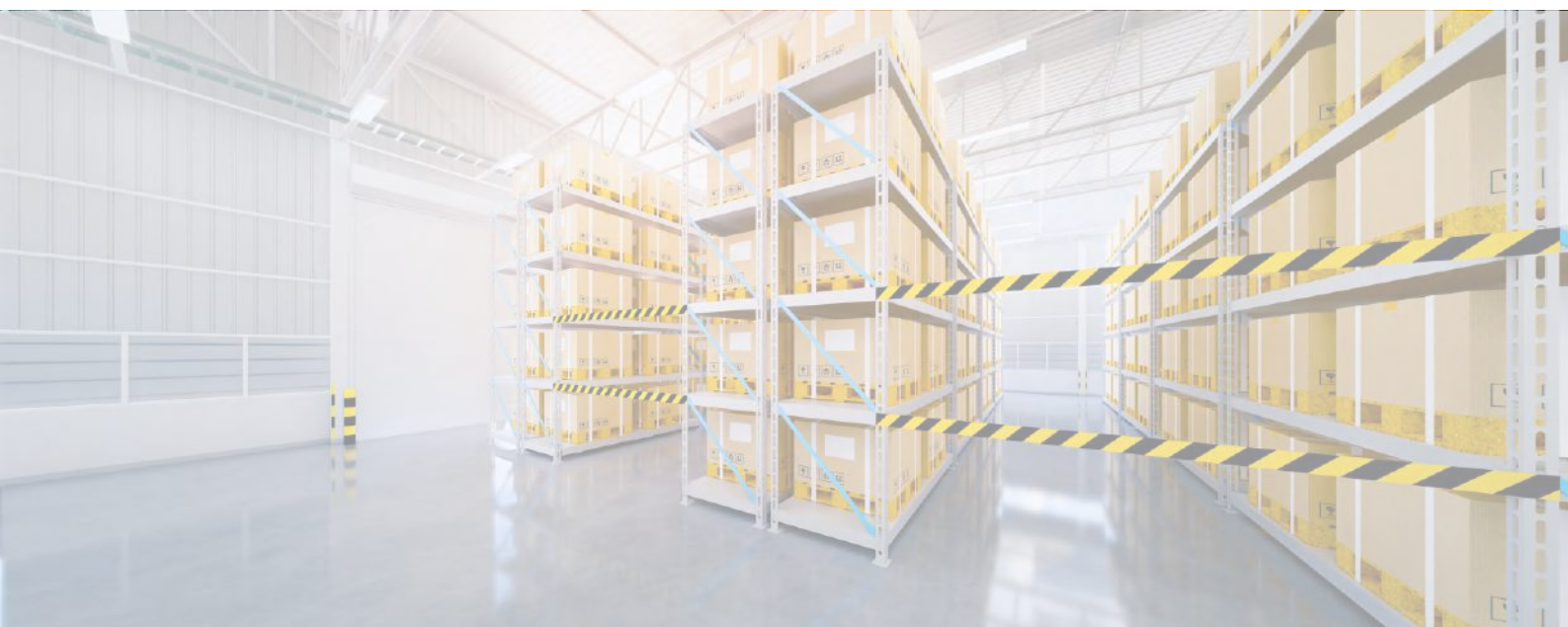


RESOURCE EFFICIENCY & WASTE REDUCTION

For us, reduce-reuse-replace and recycle means a philosophy of resource conservation that promotes a reduction in waste through changes in the way materials are purchased, used and disposed of. That is why we are pursuing various strategies to achieve our waste reduction goals.

KPI - Environmental

		due date	2019	2020	2021	Goal 2022
Reduce the internal use of plastic and other packaging material (e.g. single sugar sachets)	satisfactory/ not satisfactory	2020	Target formulated	on Track	on Track	satisfactory
Provide a guideline for export carton quality	yes/ no	2020	Target formulated	Target achieved	Target achieved	yes
Avoid PVC adhesive tapes on export cartons	yes/ no	2020	Target formulated	Target not achieved	Target not achieved	yes
Use of certified/ recycled sanitary and office paper only	yes/ no	2020	Target formulated	Target achieved	Target achieved	yes



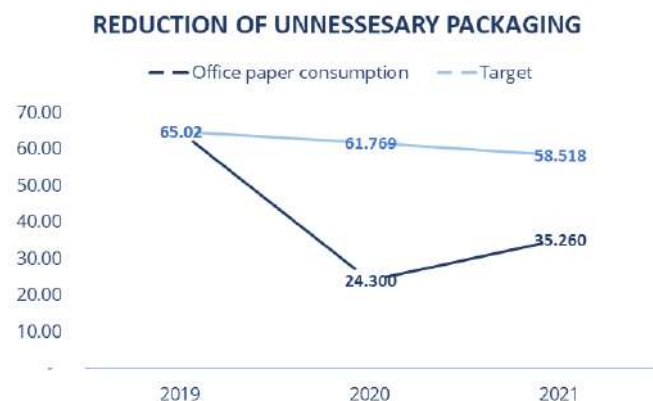
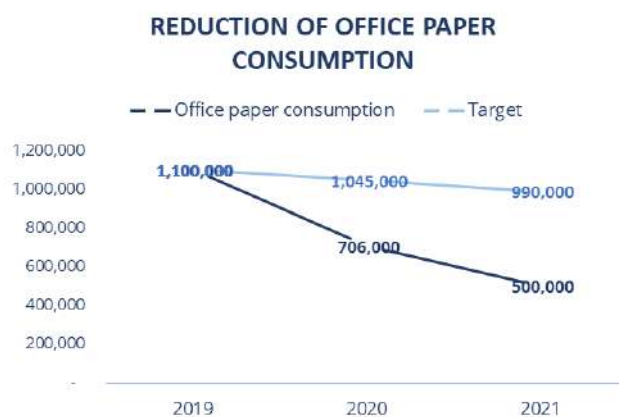
GOAL #3



RESOURCE EFFICIENCY & WASTE REDUCTION

KPI - Environmental

		due date	base year 2015	2019	2020	2021	Goal 2022
Reduction of office paper consumption 30%	%	2025	-	Target formulated	36%	55%	15.00%
Office paper consumption	pages	2025	-	1,100,000	706,000	500,000	n/a
Reduction of unnecessary packaging by 30%	%	2025	-	65.02t	-5%	-10%	-15.00%
Development/ offering of products with recycling content	no. of sold products	continuous improvement	-	on Track	on Track	on Track	on Track



GOAL #4



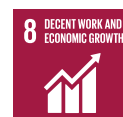
PROMOTING FAIR & SAFE WORKPLACES

We are committed to achieving safe and fair workplaces within our supply chain. We require our production facilities to establish a social management system that is aligned with international standards, local law, customer requirements and defined third party standards.

Through our own internal audits, we assess the social compliance level of our business partners and support them in making improvements at factory level. We have set-up clear policies and guidelines to support the implementation of our requirements.



Covered SDGs:

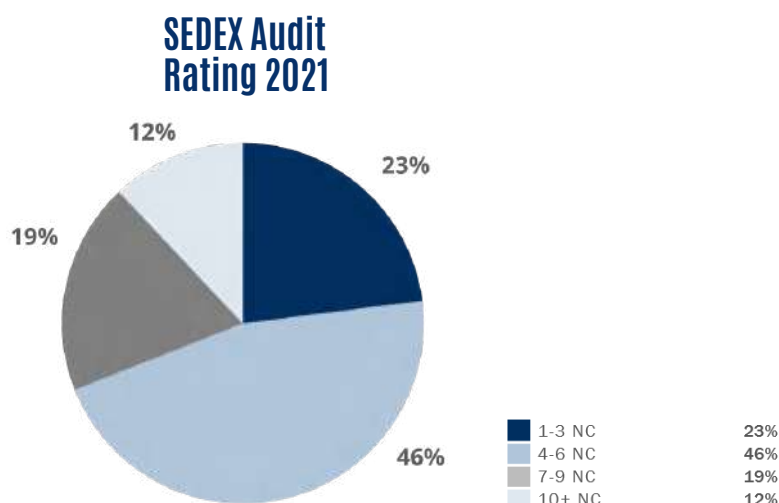
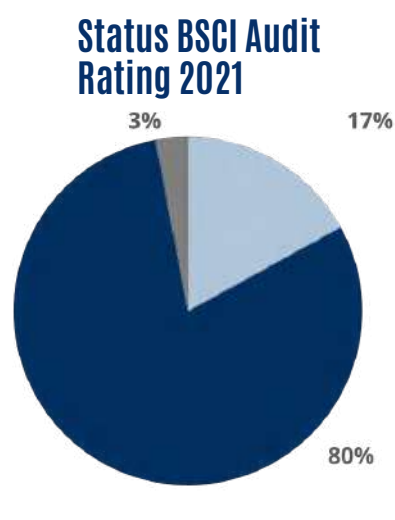
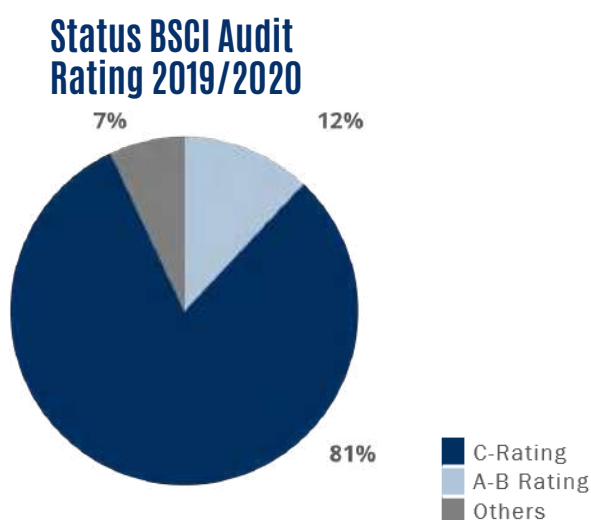


GOAL #4



PROMOTING FAIR & SAFE WORKPLACES - THIRD PARTY AUDITS

Our first approach to achieve fair and safe workplaces is to build on third party social auditing at our Miles production facilities. We are jointly committed to comply with and implement the BSCI and SEDEX Code of Conduct. In addition, we also accept SA8000 audits. These third party auditing standards define our set of minimum social and environmental requirements. Overall, the majority of our current suppliers are BSCI-audited:



GOAL #4



PROMOTING FAIR & SAFE WORKPLACES - INTERNAL AUDITS

As a further approach to achieving fair and safe workplaces, we regularly conduct internal audits covering all strategic Miles production facilities across the categories apparel, shoes and housewares.

We have an experienced and dedicated social compliance team in each of our core markets. Our local teams in Asia support us to implement customer-specific requirements and review key social compliance standards that are based on international frameworks such as the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. In addition, our parent company Li & Fung requires all suppliers to adhere to its Supplier Code of Conduct, including safe workplaces, fundamental rights at the workplace, environmental resilience and business transparency & ethics. Furthermore, Li & Fung's compliance team carries out random and risk-based unannounced visits at our suppliers.

Our goal is to conduct internal assessments at all our key production facilities at least once a year. For 2021, our local teams successfully carried out internal assessments in 100 % of our apparel factories in Bangladesh and almost all of our factories in China. Travel restrictions due to the Covid-19 pandemic kept us from fully covering all factories in both key sourcing markets.

Besides, we strive to conduct internal assessments in production facilities with the highest FOB volume. Due to the travel restrictions caused by the pandemic our team was able to visit the TOP 15 of our key suppliers. Our initial goal for 2021 was to assess the TOP 25 production facilities.

KPI - Social

		due date	2019	2020	2021	Goal 2022
Increased Internal Assessments covering textile facilities	%	2025	90%	100%	100%	100.00%
Increased Internal Assessments covering hard line facilities	No.	2030	FOB Top 15	FOB Top 16	FOB Top 20	FOB Top 25

GOAL #4



PROMOTING FAIR & SAFE WORKPLACES - ACCORD PERFORMANCE

The pictures of the collapsing Rana-Plaza building in Bangladesh went around the world. Over 1000 garment workers lost their lives in the ruins of the eight-story building and the poor working conditions in many factories in Asia suddenly became apparent for the wider public.

We joined the Accord on Fire and Building Safety at the end of 2013 to increase workplace safety in our Bangladesh factories and since then have been continuously supporting our production facilities in the development of the following core areas:



FIRE SAFETY



BUILDING SAFETY

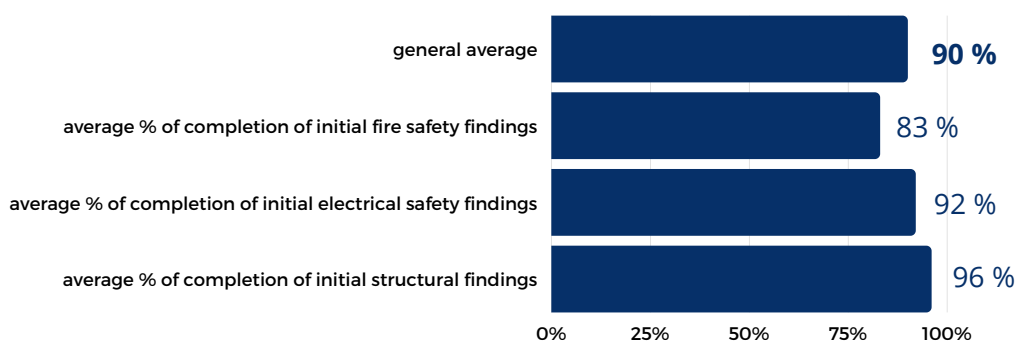


ELECTRICAL SAFETY



SAFETY TRAINING PROGRAM

In the meantime, the RMG Sustainability Council (RSC) has taken over the former Accord inspections and safety trainings in Bangladesh. For 2021, we tracked the remediation rate of initial findings in the area of building, electrical and fire safety. The average remediation rate across all three areas amounts to 90 %:



KPI - Social

		due date	2019	2020	2021	Goal 2022
100% ACCORD remediation completion rate of initial findings (fire, electrical & building safety)	%	on-going	75%	82%	90%	95%

GOAL #4



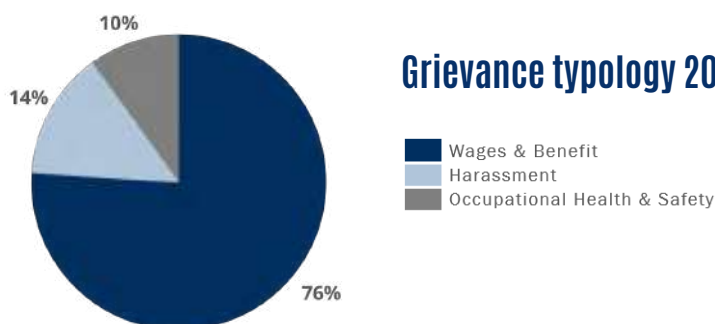
PROMOTING FAIR & SAFE WORKPLACES - GRIEVANCE HANDLING

The RMG Sustainability Council (RSC) offers an independent complaint mechanism on Occupational Health and Safety (OHS) to all workers in the Ready-Made Garment sector. These complaints are handled directly by the RSC. Non-OHS complaints are channeled to the participating member companies. From 2019 until 2021, we have received the following type of complaints related to Miles suppliers. All complaints were followed-up upon by our local CR-team in Bangladesh and could be remediated.

KPI - Social

		due date	2019	2020	2021	Goal 2022
100% rate of closed and remediated ACCORD Grievances	%	on-going	-	10%	100%	100%

Most complaints related to the payment of wages and benefits. Besides, workers raised cases of harassment and special cases involving OHS issues:



Beyond that, the Miles GmbH is actively participating in the amfori SPEAK FOR CHANGE Program in Vietnam. Since 2020 this pilot project aims at implementing a grievance mechanism along the entire supply chain, to enable all potentially affected parties access to a complaint mechanism. In future amfori plans to set up grievance mechanisms in all supplier countries of amfori members.

GOAL #5

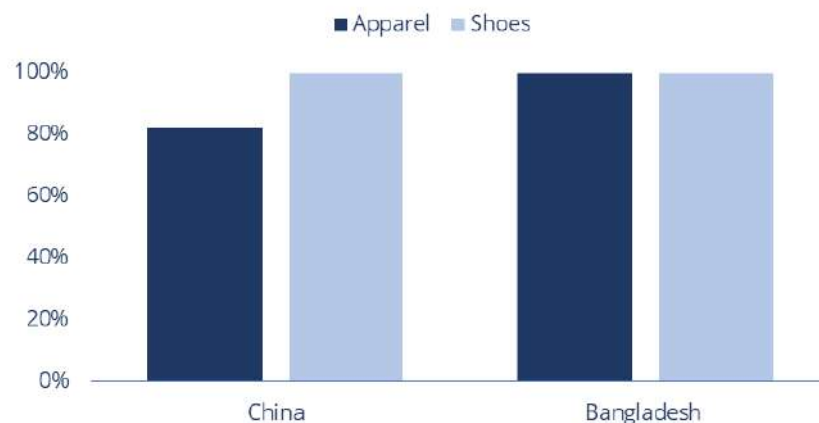


RAISING SOCIAL AWARENESS & PERFORMANCE

We are continuously working to increase the awareness of social compliance among Miles employees and production facilities through regular exchange and trainings.

Our goal is to conduct social compliance trainings covering key Miles and customer requirements at all strategic production facilities. Besides, selected production facilities have the chance to participate in capacity building programs offered by our customers.

SEVERE RISK TRAININGS OF POOLED FACTORIES



KPI - Social

			due date	2019	2020	2021	Goal 2022
Increased level of severe risk trainings of pooled production facilities	Apparel	%	2025	86%	81%	84%	100%
	Shoes	%	2025	90%	55%	73%	100%
	Housewares	%	2025	n/a	n/a	on Track	50%

Covered SDGs:

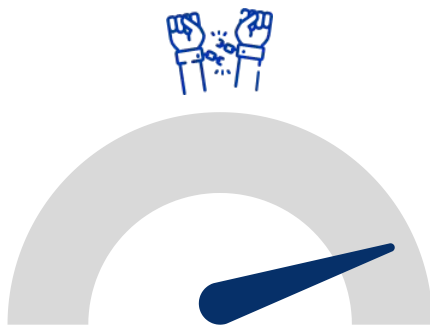


GOAL #5



RAISING SOCIAL AWARENESS & PERFORMANCE - E-LEARNINGS

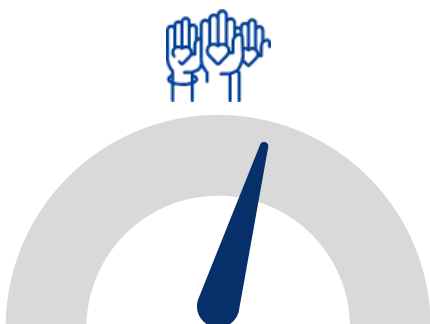
Raising awareness about key social compliance topics is an important element of our Miles sustainability strategy. The purpose of the following Li & Fung e-learning is to have a joint understanding about modern slavery, safe workplaces, fundamental rights at the workplace, operating with a high standard of business ethics and to familiarize everyone with the Li & Fung Employee and Supplier Code of Conduct. The graphs below show the status of Miles Group employees that have already participated in the trainings:



Modern Slavery



Anti-Harassment & Discrimination



Employee Code of Conduct



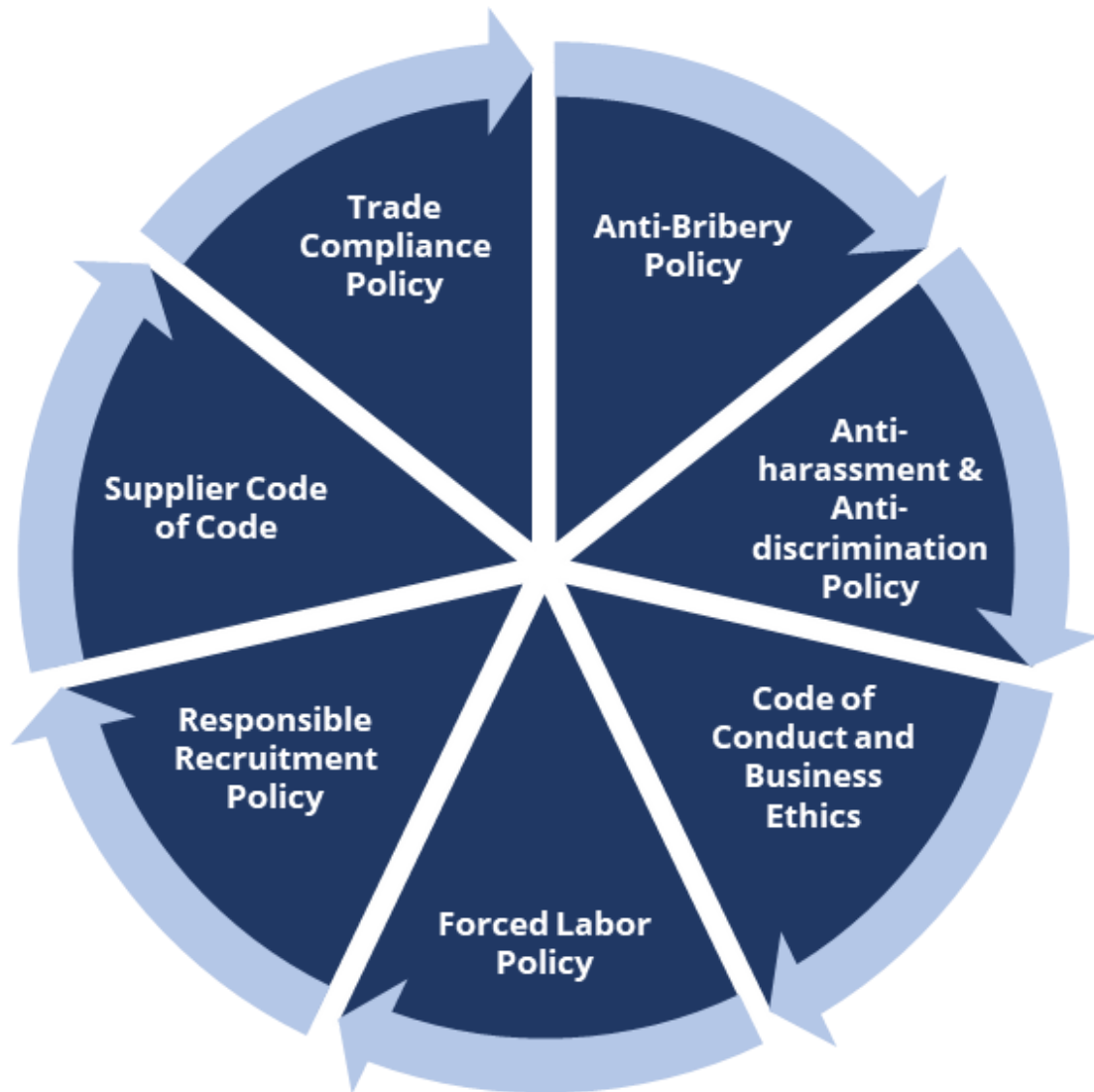
Supplier Code of Conduct

GOAL #5



RAISING SOCIAL AWARENESS AND PERFORMANCE

- LI & FUNG POLICIES



GOAL #6



STAKEHOLDER ENGAGEMENT & INITIATIVES

We as Miles engage with affected stakeholders as part of our due diligence efforts. Meaningful engagement can bring benefits to us and stakeholders alike through better-informed decisions and a reduction of potentially negative impacts of our work on the environment and the people in our supply chains.

This process of engaging with stakeholders is key to identifying and understanding human rights risks as well as receiving feedback on actions the company is taking. Increased stakeholder engagement strengthens a company's efforts to know what its human rights risks are and to show that it is taking effective steps to manage these risks.



Covered SDGs:



GOAL #6



STAKEHOLDER ENGAGEMENT & INITIATIVES - OVERVIEW

We engage with different stakeholders and partners to improve social and environmental compliance in our supply chain.

Among other initiatives and organizations, we are represented in the amfori Business Social Compliance Initiative (BSCI) and the Accord on Fire and Building Safety in Bangladesh, now the RMG Sustainability Council (RSC). Besides, we partner with the Center for Child Rights and Business (CCR CSR). Furthermore, we hold the following certifications:



GOAL #6



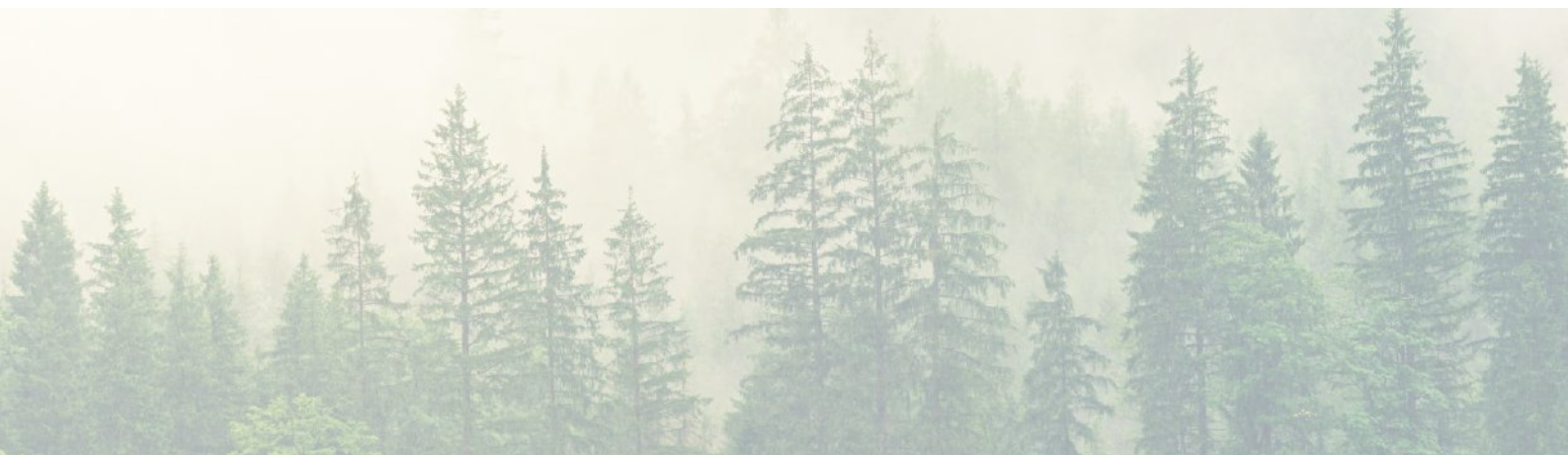
STAKEHOLDER ENGAGEMENT & INITIATIVES - GREEN BUTTON CERTIFICATION

The Green Button was introduced by the German Ministry for Economic Cooperation and Development (BMZ) at the end of 2019. It aims at supporting consumers in making conscious purchasing decisions when buying textiles such as clothing, bedding or backpacks. The overarching goal is to ensure the protection of people and the environment across the entire value chain – from cotton field to clothes hanger.

Unlike existing sustainability labels, the Green Button is not only a credible, governmentally backed certification, but beyond the product level also shows the fulfillment of responsible business practices. Miles is able to offer its customers Green Button certified products, which show at one glance the implementation of a functioning Human Rights Due Diligence System.

To be entitled to label products with the Green Button, companies must fulfill ambitious product and business practice criteria, to proof that both the product and the company's processes meet the social and ecological standards defined by the BMZ.

Independent auditing bodies verify the fulfilment of and compliance with a set of product and company related criteria during an on-site audit. A re-audit has to take place on an annual basis.



OUTLOOK

In recent years progress has been achieved in the area of shaping more sustainable supply chains. We, as Miles, are proud of what our company has accomplished, but at the same time well aware that we still have a long way to go in order to implement sustainability holistically in all our business activities.

In the past two years our business and sustainability engagement took place in a very challenging setting due to the worldwide pandemic: Our continued partnership with our production facilities, both in terms of business and social and environmental performance was only possible, due to a close cooperation of all involved actors. Important players include our customers, Li & Fung, Miles business and Corporate Responsibility teams, along with our international suppliers producing a wide range of products for customers worldwide.

We believe that upcoming regulation, ambitious customer requirements and increased consumer awareness coupled with ongoing supply chain challenges in key sourcing countries, will require all players in our industry to strive for more long-term partnerships and solutions in the years to come. We see this development as a process that takes time and needs to be well prepared in order to ensure positive change for both the people working in our supply chains and the environment.

We will continue working on our sustainability strategy and performance. Our daily work will be shaped by making progress within the six environmental and social compliance goals outlined in this first Sustainability Report.

Miles Group

Sustainability Disclosure 2021

If you have questions, need help locating information, or want to find the latest update on our sustainability work including strategy, goals, policies and measures, please contact:

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We appreciate your feedback.

Thank you!

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