

Milk of Lime SS26 by Wout Vloeberghs

CHARTER

BERLIN FASHION WEEK

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Purpose

The Berlin Fashion Week Charter seeks to establish and uphold principles that promote well-being, diversity, equity, inclusion, belonging (DEIB), creativity, freedom, as well as circularity and future regeneration within Berlin Fashion Week. By defining clear values and guidelines, the Charter aims to foster a safe, supportive, and inclusive environment where individuals feel valued, respected, and empowered to express themselves freely and authentically within the common rules of democracy.

The commitment to well-being ensures that mental and physical health are prioritized, accompanied by focusing on DEIB to create a diverse and equitable space where all voices are heard, differences are celebrated, and creativity can flourish. Furthermore, the focus on

sustainability underscores the dedication to both environmental and social responsibility along the entire value chain, ensuring that practices contribute positively to our community, to the people who manufacture for our brands, and to the planet.

This Charter is a foundation for these values, guiding our actions and decisions to build a better, more inclusive, and ultimately regenerative future.

Berlin Fashion Week: The responsible movement of freedom, inclusion, and creativity

Berlin, renowned for its vibrant culture, artistic freedom, and rich history, stands as a beacon of inclusivity and progressive values. Creative friction, bold contrasts, and vibrant chaos fuel the city's unique spirit, where fashion, art, design, activism, and the club music scene collide and inspire each other like nowhere else. Only established in 2007, Berlin Fashion Week embodies these cross-connections, providing a space for self-expression, freedom, and inclusion. Held twice a year, the event showcases designers' creations in various formats, fostering a strong, interconnected creative ecosystem.

Berlin's fashion scene emphasizes collaboration over competitiveness, a key feature of Berlin Fashion Week that opens new opportunities for emerging and young talents, helping them establish themselves in the creative landscape. Recognized for its artistic vision that merges art, music, culture, and fashion, Berlin also leads in hands-on sustainability efforts like up-cycling or circular lifestyles. Many designers at Berlin

Fashion Week already incorporate sustainability-driven practices into their creations as a core element close to their heart.

Inspired by this dedication, Berlin Fashion Week has adopted the Sustainability Requirements from Copenhagen Fashion Week, aiming to align and set international standards for the German fashion industry. These requirements focus on reducing the event's direct climate impact, resource consumption, and waste generation while enhancing the sustainability efforts of participating brands and their current and future market position. This underscores Berlin Fashion Week's dedication to foster its community and to use and increase its significant influence within the broader fashion ecosystem — demonstrating Berlin's leadership in both creativity and sustainability.

Vision

Berlin Fashion Week envisions a world where fashion is a force for regeneration, a medium that unites, inspires, and empowers. We strive to create a space where everyone, regardless of their background, can express themselves freely and authentically within the common rules of democracy. Berlin Fashion Week aspires to shape a future where fashion is not only a positive reflection of culture but also a catalyst for systemic change.

Core Values

The Berlin Fashion Week Charter focuses on the following core values. These values apply, with no exception, to everyone operating and working within the frame of Berlin Fashion Week including underrepresented backgrounds behind the scenes (e.g. make-up artists, photographers, helping hands, technicians, etc.)

1. DIVERSITY, EQUITY, INCLUSION, AND BELONGING

We are committed to fostering an inclusive environment where everyone has equal access to opportunities and resources, regardless of their identity, background, or beliefs. This includes actively supporting inclusion across race, gender, age, ability, body size, sexual orientation, religion, and socio-economic background. We honor and respect individuals' pronouns, names, and cultural expressions, ensuring that all voices are heard and respected. Listening actively, speaking thoughtfully, and welcoming differing perspectives without hostility or judgment is key to this value.

2. COMMITMENT TO SUSTAINABLE PRACTICES

We take a holistic approach to sustainability, prioritizing actions that protect the environment and promote responsible decision-making, ensuring that future generations can thrive. We celebrate originality and experimentation while being mindful of cultural appropriation and representation in all creative practices.

3. RESPECT AND TOLERANCE

Our commitment to respect and tolerance ensures that everyone is treated with dignity and fairness. We aim to create an environment where discrimination, harassment, and bias are actively prevented. This includes raising awareness of unconscious biases,

such as subconscious racism, and actively working to eliminate them through education, self-reflection, and open dialogue. We strive to ensure that all individuals feel safe and valued, where every form of discrimination, whether conscious or unconscious, is addressed before it becomes an issue. We also emphasize the importance of respecting personal space, avoiding disruptive behavior, and maintaining a welcoming environment for all.

4. FREEDOM OF EXPRESSION

Upholding Berlin's spirit of freedom and individuality, Berlin Fashion Week is a platform for unrestricted self-expression. Designers and artists are encouraged to express themselves freely, including through political statements, as long as these expressions align with the shared rules of democracy and uphold the other core values, such as inclusivity and cultural sensitivity. While freedom of expression is celebrated, it is essential that all contributions are made thoughtfully, ensuring a positive and welcoming atmosphere for all involved.

5. TALENT PROMOTION

Berlin is a city of young, creative minds. We focus on talent promotion, providing a platform for emerging designers/creatives and supporting the next generation of fashion innovators.

6. COMMUNITY AND COLLABORATION

Emphasizing Berlin's strong sense of community, we promote collaboration among local designers, artists, businesses and organizations, fostering a supportive and interconnected creative ecosystem. (Respecting time schedules, agreements, and the shared goals of the

community ensures that we work together effectively toward mutual success.)

7. SUBCULTURAL INTEGRATION

Berlin's subcultures, including its club scene and artistic communities, are central to its identity. BFW incorporates these elements to authentically represent the city and its people. In line with Berlin's values of accessibility and openness, BFW ensures that fashion is a shared cultural experience and not an exclusive domain.

8. CULTURAL AWARENESS AND SENSITIVITY

We are committed to preventing cultural appropriation by respecting and valuing the cultural expressions and practices of all communities. We emphasize the importance of giving credit to the origins of cultural elements and expressions, ensuring that all contri-

butions are acknowledged and respected. Cultural sensitivity is a cornerstone of our approach to fashion and creativity, and we strive to celebrate diversity while being mindful of how we represent and interact with different communities.

9. FAIRNESS AND WELLBEING

Ensure that all labor practices are fair and ethical, providing fair wages, safe working conditions, and respectful treatment for everyone involved in Berlin Fashion Week, including employees, contractors, and volunteers. Both mental and physical health are prioritized and treated with utmost importance.

Accountability & Consequences

We are committed to enforcing this Charter and taking any violations seriously. Here's how we approach this:

• REPORTING CONCERNS

Participants are encouraged to report any inappropriate behavior to Fashion Council Germany. If violations are observed, they should be reported to the FCG team (sustainability@fashion-council-germany.org), who will investigate the issue. We will communicate with the teams involved and provide guidance for improvements. We also reserve the right to conduct announced background checks at events to ensure compliance.

• INVESTIGATION AND RESPONSE

All reports will be handled confidentially and with care. We reserve the right to take necessary actions, including:

- Warnings
- Removal from events
- Exclusion from future participation

• COMMITMENT TO LEARNING

This Code of Conduct is a living document, open to feedback and continuous improvement. We are committed to learning from our experiences and adapting our practices to ensure a more respectful and just environment.

Call to Action

We invite you to join us in this movement. Whether you are a designer, model, artist, sponsor, press, attendee, or fashion enthusiast your participation and support are crucial in shaping a more inclusive, creative, and ultimately regenerative fashion industry. Together, we can lead by example, break down barriers, challenge the status quo, and create a vibrant, diverse, and innovative and free space for creativity.

Commitment – signatories

Anyone can commit to the Berlin Fashion Week Charter by signing it. We aim to gather support from various stakeholders within the fashion industry, including model agencies, fashion companies, PR agencies, and trade shows. The names of signatories are listed on the Berlin Fashion Week Charter site. As this is an ongoing process and the charter will continue to evolve, we ensure that you will be informed about potential modifications and additions. The current version is always accessible under the Berlin Fashion Week Charter tab.

DECLARATION OF ACCEPTANCE

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By signing, I/we pledge to uphold and support the principles and core values of the BFW Charter.

NAME AND TITLE

COMPANY/ORGANIZATION NAME

PLACE AND DATE

SIGNATURE

DO YOU HAVE FURTHER QUESTIONS?

CONTACT PERSON:

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