

MGG SUPPLIER WORKPLACE CODE OF CONDUCT

Introduction

MGG is committed to producing fair and sustainable apparel with maximum transparency. This includes the fair treatment and compensation of all individuals employed by our component and final product manufacturers. These commitments form the basis of our core values and business model.

This Supplier Workplace Code of Conduct (“Code”)¹ is in compliance with the International Labour Organization (ILO) Declaration of Fundamental Principles and Rights at Work², and the Ten Principles of the UN Global Compact³. It defines the standards for fair, safe, healthy working conditions, and environmental responsibility, throughout our supply chain.

MGG requires that all suppliers and subcontractors share this commitment and adhere to the guidelines set out in this Code. Our suppliers should also be committed to continuous improvement and to moving forwards on their sustainability journey. MGG expects all its suppliers to make improvements when any of these Code standards are not met, and to develop sustainable management, reporting, and tracking systems, within the factory, to ensure ongoing compliance. Timelines for achieving compliance shall be reasonable and defined. Providing proof of correction to MGG for each instance of non-compliance is also a requirement. This Code also contains a section on the fundamental principles of animal welfare.

At MGG, we are also committed to helping our suppliers improve the working, health and safety, and environmental conditions of their workplaces, and to assisting them with moving towards more sustainable practices. We recognise that this requires a collaborative approach, including understanding our suppliers’ and their employees’ needs, training, and other useful tools for improving stakeholder understanding of sustainability.

¹ Supply Chain Sustainability: A Practical Guide for Continuous Improvement
https://d3o6pr3piseo4h.cloudfront.net/docs/issues_doc%2Fsupply_chain%2FSupplyChainRep_spread.pdf

² <https://www.ilo.org/declaration/lang-en/index.htm>

³ <https://www.unglobalcompact.org/what-is-gc/mission/principles>

Transparency and sustainability define MGG's identity, and we're constantly working towards our goal of manufacturing our products from 100% sustainable sources. In doing so, we demand the best possible practices for the respectful and ethical treatment of our manufacturers' employees, and we promote sustainable conditions in which employees earn fair wages, in safe and healthy workplaces.

Supplier Workplace Code of Conduct

- I. Law & Code Compliance: Our suppliers are expected to comply with:
 - o All relevant and applicable laws and regulations of the country in which their employees are employed.
 - o The MGG Supplier Workplace Code of Conduct.
- II. Child Labour⁴: No person shall be employed under the legal working age of 15 years, or under the age for compulsory education (ILO Conventions 138⁵ and 182⁶).
- III. Forced Labour: All forms of forced labour are strictly prohibited, including prison, indentured, bonded, and all other forms of forced labour. Acts of human trafficking are also forbidden. Suppliers are required to monitor any third-party organisations that assist in recruiting that no person seeking employment is compelled to work through force, deception, intimidation, coercion, or punishment (ILO conventions 29⁷, 105⁸, 182).
- IV. Respectful Treatment of All Employees: Every employee must be treated with respect and dignity. No employee shall be subjected to physical, verbal, sexual or psychological harassment or monetary fines or disciplinary action. We expect the same high standard of working conditions, respect, and benefits, across our whole supply chain.
- V. Discrimination: All employees must be selected on the basis of their ability to do the job, and there shall be no distinction, exclusion, or preference, made

⁴ <https://www.unglobalcompact.org/what-is-gc/mission/principles/principle-5>

⁵ Convention No.138 on Minimum Age

⁶ Convention No.182 on the Worst Forms of Child Labour

⁷ Convention No.29 on Forced Labour https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:Co29

⁸ Convention No. 105 on Abolition of Forced Labour
https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C105

on other grounds. No person shall be subject to any discrimination in any aspect of their employment, including recruitment, hiring, compensation, benefits, work assignments, access to training, advancement, discipline, termination, or retirement, on the basis of race, religious belief, colour, gender, pregnancy, childbirth or related medical conditions, age, national origin, ancestry, sexual orientation, gender identification, physical or mental disability, medical condition, illness, genetic characteristics, family care, marital status, socio-economic situation, political opinion, union affiliation, ethnic group, or any other classification protected under any applicable law. All employment decisions must be made based on the principle of equal employment opportunity, and shall include effective mechanisms to protect migrant, temporary, or seasonal workers against any form of discrimination (ILO Conventions 100⁹ and 111¹⁰).

- VI. Freedom of Association & Collective Bargaining: All employees must be able to freely and voluntarily establish and join groups for the promotion and defence of their occupational interests. Suppliers shall recognise and respect the right of employees to freedom of association and collective bargaining. All suppliers must develop and fully implement effective grievance mechanisms which resolve internal industrial disputes, employee complaints, and ensure effective, respectful and transparent communication between employees, their representatives, and management (ILO Conventions 87¹¹, 98¹² and 135¹³).
- VII. Wages & Benefits: Our suppliers progressively raise employee living standards through improved wage systems, benefits, welfare programmes, and other services, which exceed legal requirements, and enhance quality of life. Every worker has the right to compensation for a regular working week that is sufficient to meet the worker's and their family's basic needs and provide some discretionary income. Employers shall comply with all legal

⁹ Convention No.100 on Equal Remuneration

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C100

¹⁰ Convention No.111 on Discrimination (Employment and Occupation)

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111

¹¹ Convention No.87 on Freedom of Association and Protection of the Right to Organise

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312232

¹² Convention No.98 on Right to Organise and Collective Bargaining

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098

¹³ Convention No.135 on Workers' Representatives

https://www.ilo.org/dyn/normlex/en/f?p=1000:12100::NO:12100:P12100_INSTRUMENT_ID:312280

requirements on wages, and provide any benefits required by law and/or contract (ILO Conventions 26¹⁴ and 131¹⁵).

- VIII. Working Hours: Suppliers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular working week shall not exceed the maximum allowed by the law of the relevant country (ILO Convention 1¹⁶).
- IX. Health & Safety: Suppliers and factories observe this principle when they respect the right to healthy working and living conditions of workers and local communities, without prejudice to the specific expectations set out hereunder. Vulnerable individuals such as - but not limited to - young workers, new and expecting mothers, and persons with disabilities, shall receive special protection. Suppliers and factories shall comply with occupational health and safety regulations, or with international standards where domestic legislation is weak or poorly enforced. The employer shall take a proactive approach to health and safety by implementing policies, systems, and training, designed to prevent accidents, injuries, and protect employee health (ILO Convention 155¹⁷).
- X. Environment: Suppliers shall maintain written environmental policies and must comply with all applicable environmental laws and standards, as well as this Code. Factories shall continuously monitor their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of waste, and take a progressive approach to minimise negative impacts on the environment and inform MGG thereof when requested. Suppliers should undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies¹⁸.
- XI. Animal Welfare: Suppliers must respect animal welfare and work progressively towards adopting practices that are in line with fundamental

¹⁴ Convention No.26 on Minimum Wage-Fixing Machinery

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C026

¹⁵ Convention No.131 on Minimum Wage Fixing

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C131

¹⁶ Convention No.1 on Hours of Work https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C001

¹⁷ Convention No.155 on Occupational Health and Safety

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C155

¹⁸ UN Global Compact principles 7-9: <https://www.unglobalcompact.org/what-is-gc/mission/principles>

animal welfare needs including: (1) allowing animals to live in a suitable environment; (2) allowing them to eat a suitable diet for their species and physiological needs; (3) allowing them to exhibit normal behaviour patterns; (4) allowing them to be housed with, or apart from, other animals, depending on their species and species-specific requirements; and (5) ensuring that they are protected from pain, suffering, injury, and disease¹⁹.

¹⁹ Council Directive 98/58/EC: <https://op.europa.eu/en/publication-detail/-/publication/5bo4f403-oabf-4356-aa53-6dc867bo7bcb/language-en>