



SUPPLIER CODE OF CONDUCT

As a leading global denim-centric apparel brand, Mavi adopts a 'people first' approach focused on 'Mavi quality' and commits to maintaining the highest ethical standards in all business endeavors. With a firm belief that a better world is possible with a better Mavi, the company assumes responsibility together with its stakeholders, always guided by its core values and corporate culture. Accordingly, Mavi mandates that all Business Partners (individuals and entities, including suppliers, manufacturers, subcontractors, consultants, external auditors and other intermediaries engaging in commercial activities with or on behalf of Mavi) operate in strict adherence to applicable laws, regulations and guidelines. These Business Partners are also expected to declare their agreement to "Mavi's People and its Principles" and the "Mavi Supplier Code of Conduct."

["Mavi's People and its Principles"](#) lays out the ethical standards rooted in the brand's core values and codes of professional conduct, ensuring alignment among all employees and Business Partners with these principles. In addition to informing the employees about what to do and what to avoid, "Mavi's People and its Principles" also defines the international standards of conduct upheld by Mavi and introduces mechanisms for ongoing monitoring and management.

Mavi has created this "Supplier Code of Conduct" with the aim of reinforcing its commitment to ethical business practices more clearly and fostering stronger relationships with its Business Partners. This document lays out the codes of conduct that all Business Partners, including but not limited to the suppliers of merchandize and/or services and their subcontractors, are required to follow. These rules, which aim to manage partnerships across the supply chain equitably, transparently and ethically, underscore Mavi's dedication to product quality, environmental stewardship and social responsibility in line with the Company's core values and commitments.

Mavi anticipates full compliance with these values and the "Supplier Code of Conduct" from all Business Partners engaged in transactions with, on behalf of, or for the benefit of the company. By adhering to these guidelines, Mavi and its Business Partners collectively strive to cultivate a more sustainable and ethical business landscape. Notably, while these rules encompass overarching principles, no provision in the "Supplier Code of Conduct" can be superseded by specific provisions on the same subject in written agreements.

These principles, which Mavi expects its Business Partners to uphold as a prerequisite for engaging in a commercial relationship, are based on the United Nations (UN) Global Compact's ten principles and summarized below:

1. COMPLIANCE WITH LAWS AND REGULATIONS

Mavi expects its Business Partners to comply with all applicable laws, regulations, rules and agreements, particularly those governing the provision of products and services in locations where they operate.

2. HUMAN RIGHTS AND WORKING CONDITIONS

Mavi requires all Business Partners to uphold the principles outlined in Mavi's Human Rights Policy throughout their operations.

2.1 Child Labor

Mavi categorically rejects the use of child labor. Under no circumstances shall individuals under the age of 15 (or under 14 where permitted by national laws), or younger than the legal age of employment if higher than 15, be employed. Business Partners are obligated to implement proactive measures to prevent the employment of individuals below the legal age of employment.

2.2. Forced Labor

Mavi does not tolerate any form of forced or compulsory labor. Business Partners may only use voluntary labor. Business Partners are strictly prohibited from engaging in any practices that coerce employees to work through violence, intimidation or any other means, whether direct or indirect. Instead, all employees must have sought work and/or employment of their own free will.

The employment of undocumented workers for the production of goods or services on behalf of Mavi is not allowed. Business Partners are obligated to register their employees with the local labor or social security institution in compliance with the law and must refrain from employing individuals in violation of the applicable laws.

2.3 Freedom of Association and the Right to Collective Bargaining

Business Partners are required to respect their employees' freedom of association and collective bargaining rights, provided that such activities fall within the boundaries of local laws. The employees must not face discrimination for organizing or joining worker associations.

2.4 Discrimination

Business Partners are obligated to ensure that all employees benefit from equal access to legally recognized rights and freedoms. Discrimination based on factors such as age, gender, race, skin color, religious belief, spiritual or political ideology, ethnicity, economic status, health condition, disability, physical appearance, lifestyle and what they wear, or sexual orientation is strictly prohibited.

2.5 Violence and Harassment

Business Partners must provide a safe work environment where all employees are treated with dignity and respect. It is essential that Business Partners uphold and safeguard the right of their employees to work free from any form of violence or harassment, whether one-off or recurring incidents, resulting in physical, psychological, sexual or economic damages. No employee will be subjected to verbal, psychological, physical or sexual abuse, coercion or harassment.

2.6 Working Hours

Business Partners are required to adhere to all applicable laws and industry norms governing working hours and public holidays. This encompasses compliance with regulations concerning regular work hours, overtime, rest periods and leave entitlements.

Furthermore, Business Partners should guarantee the rights of employees with special needs, women, pregnant women, and young workers in accordance with applicable legislation.

2.7 Compensation and Payments

Business Partners must consistently pay at least the minimum wage as mandated by the laws of the country where they operate, ensuring that no deductions are made from salaries due to disciplinary actions. Overtime wages must be paid out at rates specified in applicable legislation.

Any unauthorized deductions from wages are strictly prohibited, and payment terms must conform to applicable laws. In regions where minimum wage is not imposed by law, employees will receive wages commensurate with industry standards.

Additionally, Business Partners are obligated to provide employees with written documentation at regular intervals detailing their salaries and social benefits.

2.8 Occupational Health and Safety

Business Partners bear the responsibility of providing a safe and healthy workplace for their employees, contractors and visitors. Accordingly, Business Partners must adhere to all applicable laws, take all necessary precautions and fully implement them. Using production techniques that may endanger human health and safety is strictly prohibited.

Moreover, Business Partners must ensure occupational health and safety throughout their business operations, encompassing design, testing, selection, substitution, assembly, arrangement, use and maintenance of all material elements (including workplaces, work environments, tools, machinery, equipment, chemicals and physical or biological substances).

Business Partners must provide regular training to all their employees to enhance awareness and achieve optimal levels of health and safety in the workplace.

3. ENVIRONMENTAL PROTECTION

Mavi holds its Business Partners accountable for prioritizing environmental protection. Accordingly, Business Partners must adhere to “Mavi’s Environment and Energy Policy”, alongside all applicable environmental regulations and international standards.

Business Partners are expected to take adequate measures to assess the environmental impact of their activities and to prevent, mitigate and remediate the adverse effects of these activities on natural resources, climate, and the environment.

3.1 Greenhouse Gas Emissions and Energy Consumption

Mavi expects its Business Partners to minimize greenhouse gas emissions such as carbon dioxide, methane, nitrous oxide, hydrofluorocarbon, perfluorocarbon and sulfur hexafluoride by implementing responsible practices.

Business Partners are encouraged to adopt energy efficiency measures, such as prioritizing the use of renewable energy sources, minimizing waste, and transitioning to equipment with lower energy consumption to enhance overall energy efficiency.

3.2 Pollution Prevention and Waste Management

Mavi mandates its Business Partners to proactively prevent pollution and undertake responsible management of by-products, including air pollutants (such as particulate matter, lead, and sulfur dioxide), sewage, and both non-hazardous and hazardous solid waste.

Mavi expects its Business Partners to adopt robust waste management practices and ensure that waste materials are disposed of without harming the environment.

3.3. Resource Efficiency

The Supplier Code of Conduct emphasizes the significance of resource efficiency and requires Business Partners to implement organizational and technological changes in product and process design. Business Partners are urged to optimize the use of raw materials and water, while integrating more sustainable practices across their operations and supply chains.

4. CODE OF ETHICS

Mavi expects all its Business Partners to conduct their activities in accordance with the principles of integrity, fairness, full compliance with laws and ethical rules, transparency and accountability, and the ethical principles and standards of conduct outlined in “Mavi’s People and its Principles”.

4.1 Anti-Bribery and Anti-Corruption Practices

Mavi does not tolerate any form of bribery or corruption. All Business Partners and their employees must comply with the applicable legislation on anti-bribery and anti-corruption when engaging in business with, on behalf of or for the benefit of Mavi. Under no circumstances shall Business Partners or their employees offer incentives to influence impartial decision-making or gain an unfair advantage. Additionally, Mavi expects its Business Partners to operate in alignment with the principles outlined in the “Mavi Anti-Bribery and Anti-Corruption Policy”.

4.2. Preventing Anti-competitive Actions

Mavi mandates that its Business Partners adhere to both local and international competition legislation to safeguard fair competition. Business Partners are required to promote an environment of free and fair competition, abstain from engaging in anti-competitive agreements, and refrain from any behaviors contrary to competition legislation.

4.3 Confidentiality and Protection of Trade Secrets

Mavi requires its Business Partners to implement appropriate security measures to safeguard any confidential information or trade secrets belonging to Mavi, should they have access to such information. Business Partners are expected to exercise the same level of care in protecting Mavi's confidential information as they would for their own proprietary information.

4.4. Protection of Personal Data

Mavi requires its Business Partners to process and maintain any personal data that Mavi shares with them in strict compliance with applicable laws. Business Partners must implement all necessary technical and administrative measures to ensure the security of personal data and adhere to applicable legislation regarding the protection of personal data.

4.5 Avoiding Conflicts of Interest

Mavi requires its Business Partners to proactively prevent conflicts of interest. Consequently, Business Partners must refrain from forming personal relationships that could potentially result in conflicts of interest with Mavi employees or engaging in any behaviors that could be construed as such.

5. TRACEABILITY THROUGHOUT PRODUCTION

Business Partners must obtain prior written approval from Mavi before outsourcing work to subcontractors and adhere to principles of transparency and integrity throughout every phase of production and procurement.

Moreover, Business Partners are obligated to implement necessary measures to ensure continuity across all stages of production quality and sourcing.

6. MONITORING CODE OF ETHICS

Mavi runs a comprehensive compliance program encompassing training, auditing, reporting, and follow-up audits to ensure an understanding and implementation of the code of conduct.

All Business Partners are required to familiarize themselves with and adhere to the standards outlined in this Code of Conduct. They must establish adequately effective management systems and internal policies and procedures to ensure continued compliance with this Code of Conduct.

Furthermore, Business Partners must disseminate the contents of this Code of Conduct to their employees and subcontractors, ensuring their adherence to its provisions.

If requested by Mavi, Business Partners must permit social audits of their work environments and production facilities for compliance with this Code of Conduct. Access to facilities and relevant information must be provided during both scheduled and impromptu inspections.

Mavi expects to see continuous improvement in its Business Partners in all aspects. In the event of nonconformities identified during audits, Business Partners must promptly implement corrective/remedial actions.

Violation of any principles outlined in this Code of Conduct grants Mavi the right to terminate the business relationship with the offending Business Partner.

7. WHISTLEBLOWING MECHANISM

Mavi mandates that all Business Partners establish their own whistleblowing mechanisms, providing channels for employees to report complaints and concerns regarding potential violations of the principles and standards outlined in this Code of Conduct, without fear of retaliation.

In addition to internal mechanisms, Mavi offers its Ethics Line as an alternative channel for reporting any suspected violations of this Code of Conduct, laws, regulations, ethical values, principles, policies or procedures.

The Ethics Line is a 24/7 uninterrupted assistance line, managed by independent companies specialized in their respective fields, offering the employees a channel for reporting the non-conformities and irregularities suspected or witnessed in Turkey and other countries, voicing concerns verbally or in writing, and asking questions. The Ethics Line can be accessed via www.mavietikhat.com. More information on this subject can be found in the “Whistleblowing Policy”.

Mavi expects full commitment from all Business Partners to ensure that whistleblowers are protected from any form of retaliation.

Mavi routinely reviews and updates its policies and procedures as needed. Therefore, this Code of Conduct may undergo periodic revisions. Business Partners are obligated to adhere to the latest version of the Code of Conduct available at: <https://www.mavicompany.com/en/corporate-governance/policies-ethics>

We hereby declare, agree and undertake to adhere to this Code of Conduct along with the principles and standards outlined in “Mavi’s Global Purchasing Principle”s.

Date:

Business Partner:

Stamp and Signature: