



SUPPLIER CODE OF CONDUCT

Mavi, as a trusted global jeans brand, focuses on conducting business at the highest level of ethical standards and expects its Business Partners (suppliers of merchandise/manufacturers and their all sub-contractors) to operate in full compliance with all applicable laws, rules and regulations, and to accept the Mavi Supplier Code of Conduct.

Mavi requires all of its Business Partners to adopt and ensure the following standards at every stage of the production of its products. As a prerequisite of doing business with Mavi, our Business Partners must commit to meeting fundamental human rights, environmental standards and employment conditions, including, **without limitation and any compromise**, the following:

CHILD LABOR

Mavi does not accept child labor. No person shall be employed at an age younger than 15 (or 14 where the national law so allows) or younger than the legal age for employment if this age is higher than 15. Business Partners must take the necessary preventive measures to ensure that they do not employ anyone below the legal age of employment.

FORCED AND COMPULSORY LABOR

Mavi tolerates no form of forced or compulsory labor. Employees must not be compelled to work by way of violence and/or intimidation, whether directly or indirectly. Instead, all employees must have sought work and/or employment of their own free will.

All employees shall be registered with the local labor office by Business Partners. Illicit work is not allowed.

HEALTH & SAFETY

Business Partners shall provide a safe and healthy workplace and comply with "Health and Safety Rules" mentioned in Mavi's procedures. Using production techniques that could endanger human health and safety is prohibited. Business Partners also guarantee that employees are periodically updated and trained on applicable health and safety regulations as well as any precautions taken.

ENVIRONMENTAL PROTECTION

Mavi requests all Business Partners to protect the environment with a sense of sustainable manufacturing.

Business Partners must follow the requirements stipulated in all global and local environmental legislation and take necessary measures at all production stages.

FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING

All employees have the right to join associations of their choice, to establish these and to engage in collective bargaining. Business Partners shall respect this right.

Business Partners shall ensure that representatives of workers and any employees engaged in organizing workers are not subjected to discrimination.

DISCRIMINATION

Principle of equality shall be adopted at the workplace. Any form of discrimination in hiring and employment practices is prohibited. In particular, any distinction, exclusion or preference based on race, caste, skin color, gender, age, religious belief, political opinion, membership in workers' organizations, physical or mental disability, ethnic, national or social background, sexual orientation or other personal characteristic is prohibited.

DISCIPLINARY PRACTICES

Business Partners shall treat all employees with dignity and respect and shall not engage in or tolerate the use of corporal punishment. No employee should be exposed to verbal, psychological, physical and/or sexual abuse, coercion or harassment.

WORKING HOURS

Business Partners shall comply with applicable laws and industry standards on working hours and public holidays. Local laws must be followed for normal work, overtime, rest and leaves.

Business Partners shall provide all rights according to local legislation for special status workers, women, pregnant women and young workers.

WAGES AND PAYMENT

Business Partners shall pay the minimum wages at local law standards, regularly and on time, and ensure that deductions are not made from wages for disciplinary purposes. All overtime work shall be compensated at a rate defined by relevant local law.

Illegal deductions from wages are not allowed, and all payment terms must comply with local laws. In countries where a rate is not regulated by law, employees shall be compensated equal to industry standards.

Business Partners shall ensure that detailed written information on wages and benefits will be made available for the employees at regular intervals.

TRACEABILITY OF PRODUCTION

Business Partners cannot subcontract any business without prior written approval of Mavi and are obligated to have a transparent and honest attitude during all production and sourcing stages.

Business Partners are responsible for taking the necessary precautions and implementing them to ensure sustainability at all production quality and sourcing stages mentioned above.

Business Partners shall ensure to keep the trade information confidential and not share such information with third parties. Even after the termination of the commercial relationship, confidentiality conditions shall prevail and suppliers/manufacturers will still be responsible.

BRIBERY AND CORRUPTION

Mavi does not tolerate any form of bribery or corruption. All Business Partners as well as their employees must conduct themselves in a manner to avoid any personal dependency, obligation or influence. In particular, all employees and Business Partners are expected to behave in a professional manner guided by fairness and in full compliance with applicable national and international regulations.

MONITORING CODE OF CONDUCT

Mavi maintains a compliance program that includes training, auditing, reporting and follow-up inspections to ensure understanding and implementation of its requirements. At the request of Mavi, Business Partners are obligated to have their work and production sites undergo social audits with regard to adherence to this Code of Conduct. Business Partners must allow access to documentation, facilities and information at both announced and unannounced audits.

If instances of non-compliance are discovered during audits, Business Partners are obligated to take immediate remedial action, with Mavi, at its full discretion, allowing sufficient time for such actions. Mavi expects its Business Partners to be in continuous improvement in all areas.

If Business Partners violate the principles set out in this Code of Conduct, Mavi reserves the right to terminate its business relationship with any such Business Partner.

PROCEDURE FOR COMPLAINTS

Complaints or information about violations of this Code of Conduct may be reported to Mavi (compliance@mavi.com) at any time with the option to remain anonymous. All Business Partners guarantee that individuals filing complaints shall not be subject to reprisals or disciplinary action of any kind.