



CODE OF CONDUCT

INTRODUCTION

We are A. Mauritz & Zonen B.V. a family company founded in 1906. Based in the Bussum, we sell our products throughout the Netherlands and Europe.

Our goal is to make sure that people feel safe and comfortable with our products. This goal can only be achieved when we respect the environment and the well-being of people that work in our supply chain by minimizing negative social and environmental impact.

OUR BUSINESS PARTNERS

This Code of Conduct is applicable to all contracts with our suppliers, agents and other business partners. We commit to doing due diligence, by following the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, relevant ILO conventions and Fair Wear Foundation Code of Labour Practices. We expect our supply chain partners to do the same and to comply with national laws at all times.

We focus on long term business relations with suppliers. Most of our suppliers are our business partner for over ten years. The Fair Wear Foundation monitors most of them. Every year we look at the social and environmental compliance, for example by looking for more sustainable materials and discussing audit reports.

We only accept new suppliers when they are thoroughly checked. For us it is important that suppliers are transparent towards us. Before placing an order it must be clear where productions takes place. In all cases subcontracting part of the order is accepted only with Mauritz' full knowledge of the locations and prior written approval.

OUR BUYING RESPONSIBILITY

We want to make sure that our buying practices do not put pressure on the production facilities that can result in social circumstances at any level in the supply chain that are below our or international standards. Before we start production, we inform the suppliers with our production forecast. Together with our suppliers we determine a realistic delivery date.

If suppliers and other business partners think that the circumstances are not right, please do not hesitate to contact us via info@mauritz-bussum.nl

FAIR WEAR FOUNDATION'S CODE OF LABOUR PRACTICE ¹

Child labour

There shall be no use of child labour. A. Mauritz & Zonen B.V. does not accept the economic exploitation of children. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years (ILO Convention 138²)

We expect from our suppliers, agents and other business partners that:

- They do not recruit or employ workers under the minimum legal working age in the country;
 - They identify, prevent and reduce dangers for young employees
- They protect young employees from work situations that are prohibited for them or that harm their mental or physical development;
- They inform A. Mauritz & Zonen B.V. immediately if child labour is detected at any of their suppliers.

Employment is freely chosen

There shall be no use of forced, including bonded or prison, labour. (ILO Conventions 29³, ILO convention 105⁴ and ILO protocol 203⁵) A. Mauritz & Zonen B.V. does not accept forced labour.

We expect from our suppliers, agents and other business partners that:

- They do not limit the freedom of their employees;
- Employees have the freedom to terminate their employment at any time according to the agreed notice period, without a penalty or salary deductions;
- Employees have the freedom to leave the production premises when their work shifts end;
- Overtime is only performed voluntarily, does not exceed 12 hours per week, is not requested on a regular base and is always compensated at a premium rate (ILO Convention 1⁶)
- They inform A. Mauritz & Zonen B.V. immediately if forced labour is detected at any of their suppliers.

¹ A combination of FWF standards <https://fairwear.org/about-us/labour-standards> and A. Mauritz & Zonen B.V. standards

² ILO convention 138 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138

³ ILO convention 29 https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C029

⁴ ILO convention 105 https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C105

⁵ ILO convention 203 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:R203

⁶ ILO convention 1 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C001

Safe and healthy working conditions

A safe and hygienic working environment shall be provided, and the best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. The employees in the production and supply chain should work in conditions that are healthy and safe (ILO Convention 155⁷)

We expect from our suppliers, agents and other business partners that:

- They provide a safe and hygienic place to work;
- They provide all necessary personal protective equipment and train their employees to use these;
- They inform A. Mauritz & Zonen B.V. if an unsafe or unhealthy workplace is detected at any of their suppliers

Payment of a living wage

Our aim is that the workers earn at least a living wage for a normal work week in the production and supply chain (ILO Conventions 26⁸, 87⁹, 98¹⁰, 131¹¹)

We expect from our suppliers, agents and other business partners that:

- Employees are adequately and clearly informed about the specifications of their wages including wage rates and pay period;
- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

Freedom of association

We support and stimulate the freedom of association and collective bargaining for people on all levels of our supply chain (ILO Conventions 135¹² and 143¹³).

We expect from our suppliers, agents and other business partners that:

- Workers have the right to join or form trade unions of their own choosing and bargain collectively;
- They recognize, respect and support the right of employees with regard to freedom of association and collective bargaining.

⁷ ILO convention 155 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C155

⁸ ILO convention 26 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C026

⁹ ILO convention 87 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C087

¹⁰ ILO convention 98 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098

¹¹ ILO convention 131 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C131

¹² ILO convention 135 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C135

¹³ ILO convention 143 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C143

Discrimination and gender

There is no discrimination in hiring, compensation, access to training, promotion, termination of retirement based on race, colour, religion, sex, political affiliation, union memberships, sexual orientation or handicaps (ILO Conventions 100¹⁴, 111¹⁵, 183¹⁶ and 190¹⁷)

Use of raw materials

We continuously work to significantly reduce the environmental impact in the production and supply chain and we aim for the creation of a circular economy. For now, we focus on sustainable replacements of cotton and polyester. Our key ambition is to create transparency in our supply chain and make sure our customers can choose more sustainable materials.

We expect from our suppliers, agents and other business partners that:

- They can provide an overview of the origin of the raw materials at all time;
- If there is a sustainable substitution available, we would like to know.

Water pollution and use of chemicals, water and energy

We continuously work to significantly reduce the environmental impact caused by the use and discharge of water, energy and chemicals in the production and supply chain. In 2019, we placed LED lights in our warehouse.

We expect from our suppliers, agents and other business partners that:

- They work on the prevention of pollution and inefficient use of raw materials in the production process and treat wastewater properly¹⁸;
 - The treated wastewater quality must meet the requirements in local legislation;
- Hazardous and non-hazardous waste are kept separate and stored in good order. Areas for sorting and/or storage of waste are marked and barrels properly labelled¹⁹;
- They inform A. Mauritz & Zonen B.V. immediately if pollution or inefficient use of raw materials is detected at any of their suppliers.

¹⁴ ILO convention 100 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C100

¹⁵ ILO convention 111 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111

¹⁶ ILO convention 183 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C183

¹⁷ ILP convention 190 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C190

¹⁸ OECD Principles on Water Governance <https://www.oecd.org/governance/oecd-principles-on-water-governance.htm>

¹⁹ OECD Guidelines for Multinational Enterprises, Chapter VI, Environment



Animal welfare

All products or part of products manufactured for and sold by A. Mauritz & Zonen B.V. should be produced without harm or cruelty caused to animals at any stage of production in the supply chain.

We expect from our suppliers, agents and other business partners that:

- No Materials from endangered species can be used in products for A. Mauritz & Zonen B.V.
- Only by-products of the meat industry will be used for A. Mauritz & Zonen B.V. No animal will be slaughtered for the production;
- No inhumane or cruel treatment will be used in any stage of the animal's life. As standard we follow the five freedoms as stated by the AWC²⁰;
 - We do not sell fur.

Product packaging

Since plastic is non-biodegradable, recycling is a part of global efforts to reduce plastic in the waste stream. A. Mauritz & Zonen B.V. kindly asks our suppliers to use recycled & recyclable plastics. We only use bags made of recycled plastics to ship to our customers.

This Code of Conduct is dated September 2021 and can be adjusted from time to time. For questions, please contact us via info@mauritz-bussum.nl

²⁰ AWC five freedoms report 2009 <https://www.gov.uk/government/publications/fawc-report-on-farm-animal-welfare-in-great-britain-past-present-and-future>