

## **CODE OF CONDUCT SOCIAL, LABOUR AND ENVIRONMENTAL FOR MANUFACTURERS OF GARMENTS AND ACCESSORIES FOR THE MANGO GROUP**

This Code is based on the principles and philosophy of the United Nations Global Compact, as well as the rights stipulated in the Universal Declaration of Human Rights and the United Nations Convention of the Rights of the Child. Equally, all the applicable conventions and recommendations of the International Labour Organisation (ILO) are included (particularly conventions 1, 29, 75, 81, 87, 98, 100, 105, 111, 122, 131, 135, 138, 154, 155, 159, 177, 182 and 183, and recommendations 35, 90, 111, 143, 146, 164, 168, 184 and 190).

### **1. CHILD LABOUR**

Following the criteria observed in ILO conventions manufacturers will not use child labour. Our policy on underage workers is based on the United Nations Convention on the Rights of Children.

### **2. FORCED AND OBLIGATORY LABOUR**

Manufacturers will not use any sort of forced or obligatory labour.

### **3. HEALTH AND SAFETY IN THE WORKPLACE**

Manufacturers will guarantee their employees a workplace that is safe (fire prevention, machinery, etc.) and healthy (light, ventilation, hygienic conditions, etc.) also complying with any legislations applicable in this regard. They will also guarantee that these conditions extend, if applicable, to all installations for employees.

In addition, in the case of denim manufacturers, the fading technique known as sandblasting which consists in the use of pressurised sand, will not be used given the risk it poses to the health of the workers carrying it out.

### **4. FREEDOM OF ASSOCIATION**

Manufacturers will respect the rights of their employees to associate, organise or negotiate collectively without suffering any sort of sanction as a result.

### **5. DISCRIMINATION**

Manufacturers will not discriminate in labour and hiring practices as a result of race, nationality, religion, disability, gender, age, sexual orientation, political association or affiliation or any other situation.

**6. DISCIPLINARY MEASURES, HARASSMENT AND ABUSE**

Manufacturers will not use corporal punishment, physical or psychological abuse and/or any other type of abuse.

**7. WORK TIMETABLE**

Manufacturers will comply with the applicable legislation and regulations of their industry regarding hours worked. Overtime will always be voluntary and suitably compensated.

**8. SALARIES**

Manufacturers will guarantee that salaries comply strictly with all legislation. Equally the minimum legal wage will be considered the legal minimum, but not a recommended wage level.

**9. SUBCONTRACTING**

Manufacturers may only carry out production in factories authorized and checked by Mango.

**10. ENVIRONMENT**

All manufacturing activity will be carried out respecting the environment and complying with the planned legislation and regulation. All manufacturers must agree to the document committing to the restrictions on chemical products by Mango.

**11. COMPLIANCE WITH CURRENT LEGISLATION**

Manufacturers must also comply with applicable legislation in everything not included in the points above.

OTHER ASPECTS:

## **COMMUNICATION**

A copy of this code will be displayed at the main personnel entrances and exits of the installations of the manufacturer, both in English and in the local language. The copy mentioned will include a contact mail address at Mango in case any worker wishes or needs to make use of it.

## **SPHERES OF APPLICATION**

All the points mentioned are compulsory for all manufacturers working with the Mango Group.

In order to attain this objective, manufacturers will authorize the Mango Group to carry out checks, either themselves or through a third party, for the monitoring of the application of this code. In addition it will provide supervisors with access to documentation and to all the necessary means to do so. These audits may be carried out either according to schedule or without prior warning.

## **ACCEPTANCE AND COMMITMENT ON THE PART OF MANUFACTURERS**

All manufacturers will accept and commit to compliance with all the points specified in this Code, and possible subsequent action, by signing and sealing all the pages of a copy which will always be available at the Mango organisation.

## **VERIFICATION**

The application of the Code in the different factories and installations of the manufacturers will be checked regularly, internally and externally; this verification may be carried out jointly with other organisations (NGOs, etc.).

## **CORRECTIVE ACTIONS**

Any situation which implies the non-compliance with the points mentioned above should be corrected by the manufacturer, no later than six months. It should be stated that Mango will take part in these actions providing technical support.

In the event these corrections have not been applied within the period stated or in the case of serious situations involving social emergencies or other major aspects and the manufacturer is not taking the necessary measures for their immediate correction, the Mango Group will cancel any relationship with the manufacturer in question.

For further information about social audits: [lq\\_rsc@mango.com](mailto:lq_rsc@mango.com)