

MR Supply Chain Code of Conduct



MONS ROYALE CODE OF CONDUCT

MONS ROYALE LIMITED (MR) Code of Conduct describes our ethical and sustainable business operations and equivalent expectation of all our supply chain partners.

OUR PURPOSE: We can better people and the planet through action and adventure sports. Born from the mountains of New Zealand, Mons Royale creates high-performance merino apparel. We believe that by enabling participation and progression and reducing our rider's impact we can better people and the planet.

To achieve this, we create close relationships with **Partners** that include our supply chain partners, retail partners and customers to identify opportunities and a vision for the future.

MR respects and references the **UN Global Sustainable Development Goals** and the **UN Universal Declaration on Human Rights** and the **Global Compact's Human Rights Principals** to seek opportunities to align future goals and objectives in all areas of our business impact.

PEOPLE: our employees earn a fair wage and our supply chain partners have access to income stability through our partnership agreements. We promote safe and healthy workplaces for all.

ENVIRONMENT: our main area of impact is through our manufacturing process and planning is required to identify issues, set goals and provide ongoing record of improvement.

Our **PARTNERS** ethos must complement our core values and include an ethical and environmental approach to doing business, commitment to sustainability including social, environmental and economic sustainability in general.

COMPLIANCE WITH THE LAW

In order to do business with MR, a Partner is expected to comply with all relevant and applicable laws and regulations of the country in which workers are employed and

to implement the Workplace Code in their applicable facilities. When differences or conflicts in standards arise, Partners are expected to apply the highest standard.

MONITORING

The Partner is responsible for ensuring everyone in their supply chain knows about and complies with the Mons Royale Code of conduct and must keep records to show reviews and ongoing compliance checks.

INSPECTION

The Partner must provide MR all information requested to verify compliance to the Code of Conduct. MR will also conduct announced and un-announced on site audits on a three yearly rotation.

EMPLOYMENT RELATIONSHIP

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labour and social security laws and regulations.

NONDISCRIMINATION

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination, or retirement, based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

HARASSMENT OR ABUSE

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

CHILD LABOR & YOUNG WORKERS

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher. Young workers will be protected by restriction of type of work and hours of work.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Employers shall recognize and respect the

right of employees to freedom of association and collective bargaining.

HEALTH, SAFETY, AND WORKPLACE ENVIRONMENT

Employers shall provide a safe, hygienic and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

FORCED LABOR

Employers shall uphold the elimination of all forms of forced and compulsory labour.

HOURS OF WORK

Employers 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 48 hours and the sum of regular and overtime hours in a week shall not exceed 60 hours. All overtime work shall be consensual. 24 hours off in seven consecutive days of work is upheld.

REGULAR EMPLOYMENT

Wherever possible full regular employment is expected. Partners should not avoid employers' responsibilities through subcontracting and initiatives that do not intend to result in regular employment.

COMPENSATION

Every worker has a right to compensation for a regular work week that is sufficient to meet the workers' basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work to take appropriate actions that seek to progressively realize a level of compensation that does.

**TRANSPARENCY & TRACEABILITY**

In order to do business with MR, Partners must commit to full transparency in their Supply Chain. The Partner must seek MR approval for all primary and/or subcontracted facilities prior to production. In addition, MR may seek to extend transparency further down the Supply Chain.

DIRECT CONTACT WITH MR

At any time, anybody can be in contact with MR to raise feedback or concerns directly by emailing our team at:

accounts@monsroyale.com

Approach to non-compliance must be one of continuous improvement which first seeks to remedy the situation through collaboration. Where there is continued evidence of no commitment to remedy the situation, an exit strategy from the relationship must be undertaken.

Egregious violations to this code of conduct must be reported to MR within 48hrs of identification by any stakeholder. MR reserve the right to determine the severity and impact of egregious violations which occur at any point of the supply chain that result in final MR goods. In the event of an egregious violation is proved to have occurred, MR reserve the right to cease all business.

AGREEMENT

The provisions outlined in the Mons Royale Code of Conduct are the minimum expected standards. This code of conduct should in no way be used to prevent the Partners from exceeding these provisions.

The Senior management of the Partner has read and understands the Mons Royale Code of Conduct and by the certified signature below agrees to abide by and meet the provisions in this code of conduct.