

# ETHICAL SOURCING REQUIRE- MENTS

For MINIMUM A/S, it is part of our company values, that we do business with a high sense of moral and ethics. It is important to us, that no people or animal are harmed during the production of our goods. Be it at the cottonfield, the stitching factory or our warehouse. Therefore, we ask the suppliers working for MINIMUM A/S to commit to the following Sourcing Requirements:

- **SANDBLASTING**

There is a great risk to human life involved in the process of sandblasting, we will not accept that our products be sandblasted under any circumstance. MINIMUM A/S commits to working with the supplier for alternative solutions. When you sign this document, you also accept not to use the process of sandblasting on any products delivered to MINIMUM A/S.

- **SOURCING COTTON FROM UZBEKISTAN AND TURKMENISTAN**

To limit the risks, that the cotton used in our products come from areas that do not respect Human Rights and the Right of the Child, we cannot allow the sourcing of cotton from these countries.

- **SOURCING FROM SPINNING MILLS WITH SUMANGALI SCHEME IN INDIA**

Suppliers will not source from spinning mills supporting "Sumangali schemes" and similar forms of bonded- or child labour.

- **REFUGEE WORKERS IN TURKEY**

Suppliers will ensure that Syrian refugee workers

have a temporary working permit and/or assist them in applying for one. Suppliers will help to ensure that Syrian refugee workers are not exploited in our supply chain.

- **FORCED LABOUR OF UYGHUR MINORITY IN XINJIANG PROVINCE, CHINA**

Suppliers will ensure that when sourcing from factories in the Xinjiang Province, that Uyghur and other minority people are not working there as forced labour.

- **VISCOSE**

MINIMUM A/S does not accept viscose fibers sourced from endangered forests.

This document is updated regularly when/if we become aware of more supply chain issues that needs to be banned or where compliance should be ensured. When you sign this document, you also sign any updates we might have in the future. We will send the update to you, and if you have any disagreement or questions to the update, you are more than welcome to contact us.

**This document is an addition to our Code of Conduct, not a replacement.**