

Code of Conduct

# Code of Conduct

**Social, labour and environmental code of Conduct  
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. It also includes 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).

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**1. Child labour**

Adopting the criteria established in the ILO conventions, manufacturers shall not use child labour. In addition, our policy on child labour is based on the United Nations Convention on the Rights of the Child.

**2. Forced and obligatory labour**

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

**3. Health and safety in the workplace**

Manufacturers shall guarantee their employees a working environment which is secure (fire prevention, machinery, etc.) and healthy (lighting, ventilation, hygienic conditions, etc.) and also comply with all the provisions stipulated in the application legislation in this regard. In addition, they shall guarantee that said conditions are extended, wherever applicable, to all the facilities allocated to their employees. Furthermore, in the case of denim manufacturers, they shall not use the fading technique known as sandblasting, which consists of the use of pressurised sand, given the risk on the health of the employees who perform this process.

**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 shall not discriminate in employment and recruitment practices based on the grounds of race, nationality, religion, disability, gender, age, sexual orientation, political association or affiliation or any other situation.

**6. Disciplinary measures, harassment and abuse**

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

**7. Work timetable**

Manufacturers shall comply with the applicable legislation and industry regulations with regard to hours worked. Overtime will always be voluntary and appropriately remunerated. If overtime is worked, a maximum of two hours per

day will be accepted. In exceptional circumstances this limit may be modified in the aforementioned situations if reasonable and logical, and at all times with the mutual agreement of the employee, provided the annual total does not exceed the maximum of two hours of overtime per week envisaged in the legislation.

**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.

# Others 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 manufactures

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.

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