

Deforestation and conversion-free bovine leather policy

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Purpose and scope

This document outlines Mango’s comprehensive position on bovine leather sourcing, complementing the existing animal welfare policy of Mango, code of conduct, code of ethics, and environmental sustainability policy. It applies to all Mango’s business partners, branded products, and non-commercial goods.

Key Risks addressed

Mango recognizes the urgent need to address deforestation and conversion within the bovine leather production supply chain to address the following key risks:

1. Cattle production is one of the biggest drivers of deforestation and conversion hence there is an urgency to address all levels of bovine cattle production, including leather.
2. There is a lack of transparency and traceability at all levels of farming of cattle as well as post-slaughterhouse supply chain where leather is transformed.
3. There is a lack of verification and monitoring systems in place to determine whether leather is coming from deforestation/conversion-free farms, making it challenging for brands to make credible claims.

4. Ensuring animal welfare across all levels of farming and slaughter.
5. Need to uphold human rights, including those of Indigenous peoples and local communities in certain cattle-producing countries.

Core values and goals

Aligned with the Sustainability Vision 2030, Mango is firmly committed to combating deforestation and ecosystem conversion within our bovine leather supply chain. This commitment extends to safeguarding human rights and animal welfare across the entire operations and supplier value chain of Mango. This policy summarizes the ambition of Mango to achieve a deforestation/conversion-free supply chain for all bovine leather sourcing by 2030 and is aligned with Mango’s commitment to Textile Exchange’s Deforestation-free call to action for leather (for more information: [Leather Call-to-Action - Textile Exchange](#)). In pursuit of this goal, Mango adheres to the principles set forth by the UN Global Compact, the UN Guiding Principles for Business and Human Rights, the International Bill on Human Rights, and the ILO fundamental conventions. Furthermore, Mango embraces the accountability framework initiative and its terms and definitions to foster clarity and harmonize sustainability practices across all sectors of our operation.

Commitments

1. **Deforestation and conversion-free Leather supply chain by 2030**
 - Mango commits to proactively addressing deforestation and conversion in its bovine leather supply chains. Mango will work together with its suppliers to improve the traceability and transparency of its bovine leather supply chain to source bovine leather from deforestation-free sources, ensuring the protection of forests and natural ecosystems.
 - By the year 2030, Mango pledges to source 100% of our bovine leather from a deforestation/conversion-free supply chain. The cut-off date for considering deforestation and conversion as non-compliant with this policy is December 31, 2023.
 - Primary focus will be on assuring the traceability of our leather supply chains to identify/avoid high risk areas (i.e. South America) where the risks of deforestation and conversion from cattle production are most acute.
 - The accountability and progress towards these commitments will be monitored and verified by third-party verification.
 - Mango bases these commitments on the

accountability framework’s definitions of deforestation, natural forests, conversion, and natural ecosystems (see definitions in Annex at the end of this document).

- This policy and Mango’s deforestation and conversion free sourcing commitment for bovine leather are available and visible on Mango’s website (www.mangofashiongroup.com)

2. Human Rights

- Mango reaffirms our commitment to conducting our business in alignment with internationally recognized human rights. We pledge equal treatment for all individuals, irrespective of gender or any form of discrimination.
- In Mango’s sourcing practices, the company respects the rights of Indigenous peoples and local communities in accordance with the UN Declaration on the Rights of Indigenous Peoples.
- Mango pledges to uphold the rights of workers, including employees, contractors, temporary, seasonal, part-time, and other workers, in line with the International Labour Organization (ILO) conventions and applicable workers’ rights laws.
- Mango is committed to protecting the rights

of environmental and human rights defenders, whistle-blowers, complainants, and community spokespersons.

3. Grievance mechanisms

Mango is dedicated to maintaining a robust and effective grievance mechanism to uphold the commitments of all its policies. This grievance mechanism will be updated and assessed based on the effectiveness criteria set forth by the UN Guiding Principles on Business and Human Rights (UNGPs). Mango will actively collaborate with its leather supply chain to implement grievance mechanisms that promptly and efficiently address grievances.

Governance

This policy shall be reviewed annually, and accordingly to any necessary updates by the Mango environment sustainability team. This policy will be communicated and available internally and externally to all relevant stakeholders. This policy has been endorsed by Mango’s steering committee and sustainability committee. For any doubt or further comment on this policy, contact: environment@mango.com

Annex 1: Vocabulary definitions

Bovine: From cattle and/or buffalo.

Cut-off date: The date after which deforestation and conversion is prohibited.

Conversion: Change of a natural ecosystem to another land use or profound change in a natural ecosystem’s species composition, structure, or function. Conversion includes severe degradation or the introduction of management practices that result in substantial and sustained change in the ecosystem’s former species composition, structure, or function. (Accountability Framework).

Conversion-free or no-conversion: Commodity production that does not cause or contribute to the conversion of natural ecosystems.

Deforestation: Loss of natural forest as a result of: i) conversion to agriculture or other non-forest land use; ii) conversion to a tree plantation; or iii) severe and sustained degradation. This definition pertains to no-deforestation supply chain commitments, which generally focus on preventing the conversion of natural forests. Severe degradation (scenario iii in the definition) constitutes deforestation even if the land is not subsequently used for a non-forest land use. Loss of natural forest that meets this

definition is considered to be deforestation regardless of whether or not it is legal (Accountability Framework).

Forest: Land spanning more than 0.5 hectares with trees higher than 5 meters and a canopy cover of more than 10 percent, or trees able to reach these thresholds in situ. It does not include land that is predominantly under agricultural or other land use. Forest includes natural forests and tree plantations. For the purpose of implementing no-deforestation supply chain commitments, the focus is on preventing the conversion of natural forests (Accountability Framework).

Grievance mechanism: Any routinized process through which grievances concerning business related negative impacts to human rights or the environment can be raised and remedy can be sought. Grievance mechanisms may be state-based or non-state-based and they may be judicial or nonjudicial. (Adapted from the UN Guiding Principles on Business and Human Rights).

Leather: A hide or skin with its original fibrous structure more or less intact and tanned so it does not rot either with or without hair or wool attached, inclusive of hides or skin split into layers or segment-

ed either before or after tanning, with any surface coating or surface layer no thicker than 0.15 mm.

Natural ecosystems: An ecosystem that substantially resembles – in terms of species composition, structure, and ecological function – one that is or would be found in a given area in the absence of major human impacts. This includes human-managed ecosystems where much of the natural species composition, structure, and ecological function are present (Accountability Framework).

Natural ecosystems include: Largely “pristine” natural ecosystems that have not been subject to major human impacts in recent history. Regenerated natural ecosystems that were subject to major impacts in the past (for instance by agriculture, livestock raising, tree plantations, or intensive logging) but where the main causes of impact have ceased or greatly diminished and the ecosystem has attained species composition, structure and ecological function similar to prior or other contemporary natural ecosystems. Managed natural ecosystems (including many ecosystems that could be referred to as “semi natural”) where much of the ecosystem’s composition, structure, and ecological function are present; this includes managed natural forests as well as native

grasslands or rangelands that are, or have historically been, grazed by livestock. Natural ecosystems that have been partially degraded by anthropogenic or natural causes (e.g., harvesting, fire, climate change, invasive species, or others) but where the land has not been converted to another use and where much of the ecosystem’s composition, structure, and ecological function remain present or are expected to regenerate naturally or by management for ecological restoration.

Natural forest: A forest that is a natural ecosystem. Natural forests possess many or most of the characteristics of a forest native to the given site, including species composition, structure, and ecological function. Natural forests include (Accountability Framework):

- Primary forests that have not been subject to major human impacts in recent history.
- Regenerated (second-growth) forests that were subject to major impacts in the past (for instance by agriculture, livestock raising, tree plantations, or intensive logging) but where the main causes of impact have ceased or greatly diminished and the ecosystem has attained much of the spe-

cies composition, structure, and ecological function of prior or other contemporary natural ecosystems.

- Managed natural forests where much of the ecosystem’s composition, structure, and ecological function exist in the presence of activities such as: Harvesting of timber or other forest products, including management to promote high-value species. Low intensity, small-scale cultivation within the forest, such as less-intensive forms of swidden agriculture in a forest mosaic.
- Forests that have been partially degraded by anthropogenic or natural causes (e.g., harvesting, fire, climate change, invasive species, or others) but where the land has not been converted to another use and where degradation does not result in the sustained reduction of tree cover below the thresholds that define a forest or sustained loss of other main elements of ecosystem composition, structure, and ecological function.
- The categories “natural forest” and “tree plantation” are mutually exclusive, though in some cases the distinction may be nuanced.
- For the purpose of corporate no-deforestation commitments, the focus is on preventing the conversion of natural forests.

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