



Mammut Code of conduct

Mammut is a work wear clothing company and we recognise that our business has social and environmental impacts throughout the life cycle of our products. Commitment to continuous improvement is an integral part of our own operations and we believe that actions promoting and improving the environment and social conditions are a part of every company's responsibility and a way of depicting the company's image and standards. Our aim is to form long standing partnerships and as such, it is important for us to work with suppliers that share our views on promoting sustainable and socially responsible production.

Mammut's code of conduct is based on the UN's 10 principles – “Global compact” that cover Human Rights, Labour Standards, Environment and Anti-Corruption and it lists the minimum requirements for supplier conformity in the above areas.

Requirements

Working Conditions:

Child labour

Definition: Child labour is work that is unacceptable because the children involved are too young and should be in school, or because the work they do is unsuitable and can harm them seriously.

Child labour is not tolerated.

Children who are younger than the age of compulsory school completion or under the age permitted by either local legislation or as stated by the International Labour Organisation “labour standards” should not be employed other than under the terms described by “responsible child labour” below.

Responsible child labour

Definition: Responsible child labour refers to children under the age of 15, performing light work on a part time basis outside school hours, with the consent of parents or guardians.

Forced labour

Forced labour in any form such as debt bondage, trafficking and other forms of modern slavery is not allowed.

Disciplinary sanctions that result in trapping employees economically, physically or any other form should not be used as penalties.

Health and safety

All employees should be ensured a safe and healthy working environment based on the country's rules and legislation and as such the business should as a minimum ensure that:

- Safety and health procedures are in place according to the country's laws and the facility should be equipped properly to handle any adverse health and safety situations that may arise
- The employees are informed and trained on the safety and health procedures and in the use of associated equipment
- Safety and health equipment should be installed and maintained properly and are functional at all times.
- Proper light, ventilation and exits should be available and easily accessible
- All hazardous substances should be clearly marked, stored, used and disposed of according to the manufacturer's instructions and by trained personnel.



Working Hours

The country's rules and regulations covering full time and overtime work should be adhered to.

Equality, Discrimination and freedom of Association

Employees should not be discriminated against because of race, religion, national origin, age, sexual orientation or gender and they should be treated in accordance to skills and qualifications regarding work issues.

Employees should be allowed to form, join associations that promote their interests at work and the business should recognise such associations and their right to collective representation. Employees should also be able to refrain from joining such associations.

Cultural differences are taken into account and respected.

The business should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Environment

The business should be aware and uphold the country's current environmental legislation as a minimum. In some cases the country's environmental legislation is very weak and the business should make every effort to reduce waste, energy use, emissions to water, air and soil in the various processes throughout the life cycle of the product.

Mammut has prepared a guide of "environmental requirements" which includes a list of banned and limited chemicals and substances and various criteria that the business should adhere to.

Businesses holding a licence of the European Ecolabel or any other equivalent certification label do not need to document the environmental criteria.

The environmental requirements can differ according to the specifications and properties required by the specific product. For example: Flame retardants may not be used, but are allowed if the product requires this property (such as fire fighting clothing etc.)

Human rights and Anti-corruption

The business should work against corruption in all its forms, including extortion and bribery.

The business should support and respect the protection of human rights; and should make sure that it is not complicit in human rights abuses.

General

The supplier agrees to cooperate fully in any audits undertaken by or on behalf of Mammut.

The supplier agrees to ensure that sub-suppliers engaged in the production of Mammut's products are informed of Mammut's Code of Conduct and comply with the requirements and be able to substantiate the compliance.

Contact details RE: Code of conduct

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