

CODE OF CONDUCT

INTRODUCTION

MAC Mode GmbH und Co. KGaA (henceforth: MAC) was founded in Wald/Rossbach, near Regensburg, in 1973 and is one of Europe's leading manufacturers of women's and men's trousers. Everything began with the simple but effective idea of launching perfectly fitting and yet affordable women's trousers – to visible success. Today we sell more than six million women's and men's trousers per year. We only use materials of impeccable quality, take care to employ innovative technologies and ecological production methods, and develop perfect cuts and top fashionable styles.

Sustainability is a challenge for MAC that we confront every day. Our CSR (corporate social responsibility) department is charged with implementing our sustainability targets and ensures adherence to our ethical, social and ecological principles.

MAC is aware of its social and ecological responsibility towards its employees, suppliers, customers, contractual partners and the environment. This Code of Conduct comprises essential principles of responsible company management and reminds everyone to treat each other with respect, both within the company and when dealing with business partners. In this way it creates the basis of the company's success.

SCOPE

The following Code of Conduct is a guideline for our own actions and serves as the basis for all our business relations. The social standards set forth in this Code of Conduct apply to us and our business partners and are implemented throughout the value chain. Employees must be informed about the content of this guideline in a suitable language.

ETHICAL BUSINESS AND INTEGRITY

We comply with applicable laws and regulations. We respect different legal, societal, cultural and social backgrounds in the countries in which we do business. We also uphold their customary conventions and traditions.

We attach great importance to the fair treatment of our business partners and are committed to legal business practices in compliance with antitrust and competition laws. We rigorously reject unfair competition, corruption and bribery. In competing with others we rely on customer focus, competence, power of innovation and the quality of our products.

HUMAN RIGHTS

This Code of Conduct is based on national laws and regulations as well as international agreements. These include the Universal Declaration of Human Rights of the United Nations, the Children's Rights and Business Principles, the United Nations Guiding Principles on Business and Human Rights, the international labour standards of the International Labour Organisation (ILO), the OECD principles as well as the Global Compact of the United Nations.

Moreover, we respect the core labour standards of the ILO as well as the OECD Guidelines for Multinational Enterprises.

We wish to place special emphasis here on the following laws and provisions:

Prohibition of forced labour and disciplinary measures

Employment is voluntary, i.e. all forms of forced labour are prohibited. No employee may be mentally or physically punished as a 'disciplinary measure'.

Prohibition of child labour

All employees must be at least 16 years of age, the employment of children less than 15 years old (so-called child labour) is prohibited. Where national provisions stipulate a higher age, these shall apply. Furthermore, all legal restrictions and regulations concerning employed persons under the age of 18 years must be adhered to.

Remuneration

Remuneration shall comply with the current provisions of national labour laws. Wages must at least comply with the legal provisions and/or the standards of local businesses. Remuneration shall comply with all applicable provisions and be paid in a manner suitable for the employees.

Prohibition of discrimination

Discrimination is not tolerated in any way, shape or form! All salaried and non-salaried employees shall be treated equally. No one may be discriminated against or harassed due to his or her origin, colour, physical constitution, nationality, political belief, sexual identity, ideology or due to his or her age, physical appearance, gender or faith. Sexual molestation and mobbing are also prohibited.

Freedom of association and collective bargaining

Salaried and non-salaried workers have the right to establish a labour organisation or trade union of their choice or to join such associations for the purpose of collective bargaining.

Safety at work

Suitable measures shall be taken to avoid accidents at work and to protect the employees' health.

Working hours

Working hours must adhere to the respective national regulations. Every worker has the right to at least one day off after six consecutive working days.

Special protection for young workers

Young persons may not perform night work. Moreover, they are protected against working conditions that jeopardise their health, safety, morals or development.

CONSUMER INTERESTS

Our products are harmless to the users' health and safe when used as intended. Legal limits are adhered to and even undercut where possible. All products meet the European regulations on chemicals, REACH. They determine which chemicals may be used only in a limited amount or not at all due to health concerns.

ENVIRONMENTAL PROTECTION

Our company has a responsibility to protect human life and the environment. We ensure this through preventative measures and the application of environmentally friendly processes. Additionally, we raise environmental awareness. Processes and standards concerning resource management, the reduction of emissions and waste management meet legal minimum requirements or exceed them. They are, moreover, to be continuously improved.

Timber

We particularly wish to single out the way the important resource timber is dealt with. As a general rule, all existing national as well as international provisions concerning the use of timber must be complied with.

Packaging, hang tags, labels, etc. require compliance with the European Union Timber Regulation (EUTR).

Any trade with types of timber that are listed in Appendices I and II of the Washington Convention on species protection (CITES) is prohibited. When importing types of timber that are listed in Appendix III of CITES, a valid FSC® certificate is urgently required in addition to the mandatory official documents.

ANIMAL PROTECTION

In its business activities our company sets great store by animal protection. Species-appropriate animal husbandry and animal use is important to us. We especially want to point out that we do not use angora wool and mohair and that we prohibit mulesing in wool production. We further wish to emphasise that all leather that we use comes from farm animals.

Prohibition of angora wool and mohair

The use of angora wool from angora rabbits is prohibited. This also applies to the use of mohair from angora goats.

Prohibition of mulesing

Mulesing is a surgical procedure which is primarily used with Merino sheep. Its purpose is to prevent fly strike. Since the procedure is typically performed without pain killers or anaesthetics, mulesing is prohibited for wool used by us.

Leather

The leather that is used for our products comes exclusively from farm animals (pigs, sheep, cows) which were originally slaughtered for their meat. Moreover, it is to be produced according to the best available technology, i.e. the environmental impact of the production process is to be kept as small as possible.

PROHIBITION OF SANDBLASTING

Sandblasting is a method for bleaching jeans where sand is blown onto the fabric using high pressure. This produces dust that is highly dangerous to the workers' health, causing silicosis (dust lung disease). For this reason sandblasting is prohibited in the manufacture of our products.



PROHIBITION OF COTTON FROM UZBEKISTAN

Uzbekistan is the world's third-largest cotton producer. However, it is harvested there under inhumane and socially unacceptable conditions, by schoolchildren and forced labourers, among others. This constitutes a blatant violation of human rights, but unfortunately is a common practice in cotton harvesting in Uzbekistan. For this reason we expressly reject cotton from Uzbekistan for our products.

WWW.MAC-JEANS.COM

The company MAC, founded in 1973 and located in Wald/Roszbach, is noted for quality, fit and style. The trousers specialist sells more than 6 million pairs of trousers every year. The enterprise employs about 330 staff members at its headquarters in the Upper Palatinate, and has more than 3,400 employees in its affiliated production centres.

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