

MERIDIAN APPAREL GROUP
GLOBAL STANDARDS FOR RESPONSIBLE BUSINESS



Code of Conduct

VERSION

2.0

EFFECTIVE

1 March 2027

APPLIES TO

All employees, suppliers & partners

MERIDIAN APPAREL GROUP N.V.
AMSTERDAM · PORTO · ISTANBUL · HO CHI MINH CITY
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Foreword

At Meridian Apparel Group, how we make our products matters as much as what we make. Since 1998 we have built a group of brands on a simple conviction: lasting commercial success and the fair treatment of people are not in tension — they depend on one another.

This Code sets the non-negotiable standards that govern every workplace connected to our name, from our own design studios to the furthest tier of our supply chain. It is grounded in the core conventions of the International Labour Organization and the United Nations Guiding Principles on Business and Human Rights.

I ask every colleague, supplier and partner to read this Code, to hold us to it, and to speak up wherever it is not met. Compliance is the floor. Our shared ambition is to rise well above it.



Dr. Helena Väisänen

Group Chief Executive Officer

Scope & Applicability

This Code is binding, without exception, on:

- ◆ **Employees** of every Group company, division and brand, at all levels and locations.
- ◆ **Suppliers & manufacturers** producing goods or components for any Group brand.
- ◆ **Agents, sourcing offices & intermediaries** acting on the Group's behalf.
- ◆ **Subcontractors & sub-tier facilities** engaged at any stage of production.
- ◆ **Service providers** with material access to our people, sites or data.

Where local law is stricter than this Code, local law prevails. Where this Code is stricter, this Code prevails. No commercial pressure justifies a breach.

Labour Standards • Sections 1–3

1 Child Labour

ZERO TOLERANCE

No person shall be employed below the applicable minimum working age.

REQUIREMENTS

- No worker under 15 years (or the legal minimum, whichever is higher) is engaged in any facility or sub-tier.
- Verifiable age documentation is retained for every worker on file.
- Any young worker (15–18) is barred from hazardous tasks, night work and overtime.

2 Forced Labour

ZERO TOLERANCE

All work is freely chosen; no bonded, indentured or involuntary labour is tolerated.

REQUIREMENTS

- No withholding of wages, deposits, identity documents or personal property as a condition of work.
- No recruitment fees are charged to workers; the employer bears all such costs.
- Workers are free to terminate employment with reasonable notice.

3 Freedom of Association

Workers may freely form, join and organise representative bodies.

REQUIREMENTS

- The right to collective bargaining is recognised and respected in law and practice.
- Worker representatives are not discriminated against and have access to the workplace.
- Where such rights are legally restricted, parallel means of association are permitted.

Conditions of Work • Sections 4–6

4 Wages & Benefits

Wages meet or exceed the legal minimum or prevailing industry benchmark.

REQUIREMENTS

- Wages are paid on time, in full, and in legal tender — never in kind or scrip.
- Deductions are lawful, itemised and disclosed on a written payslip each cycle.
- Overtime is compensated at the statutory premium rate.

5 Working Hours

Working hours comply with national law and do not exceed 48 regular hours per week.

REQUIREMENTS

- Overtime is voluntary and capped at 12 hours per week save for exceptional circumstances.
- Every worker is entitled to at least one day of rest in every seven-day period.
- Accurate, auditable time records are maintained for all workers.

6 Health & Safety

A safe, hygienic working environment is provided to prevent injury and illness.

REQUIREMENTS

- Adequate fire exits, potable water, ventilation, lighting and sanitary facilities are maintained.
- Personal protective equipment is provided free of charge where risk requires it.
- Regular risk assessments, drills and documented worker training are conducted.

People & Product · Sections 7–9

7 Discrimination & Harassment

Every worker is treated with dignity; no discrimination or abuse is permitted.

REQUIREMENTS

- No discrimination on race, sex, religion, age, disability, origin or union membership.
- Physical, sexual, verbal or psychological harassment and intimidation are prohibited.
- Recruitment, pay and promotion decisions rest on skills and capability alone.

8 Environment

Operations minimise environmental impact and pursue continual improvement.

REQUIREMENTS

- Valid environmental permits are held and discharge limits are respected.
- Water, energy and waste are measured, reported and reduced against targets.
- Emissions and hazardous waste are handled, stored and disposed of lawfully.

9 Chemical & Product Safety

Products and processes are safe and free of restricted substances.

REQUIREMENTS

- The Group Restricted Substances List (RSL/MRSL) is applied to all inputs.
- Safety data sheets are held for every chemical and workers are trained in handling.
- Finished goods meet all destination-market safety and labelling regulations.

Integrity & Sourcing · Sections 10–12

10 Anti-Bribery & Corruption

ZERO TOLERANCE

No bribery, kickback, facilitation payment or corrupt inducement in any form.

REQUIREMENTS

- Gifts and hospitality are modest, transparent and never intended to influence.
- Accurate books and records are kept; off-book accounts are prohibited.
- Conflicts of interest are disclosed and managed in writing.

11 Data Protection & Confidentiality

Personal and commercial data is protected and processed lawfully.

REQUIREMENTS

- Personal data is collected for legitimate purposes and stored securely.
- Confidential designs, samples and pricing are safeguarded against disclosure.
- Breaches are reported to the Group without undue delay.

12 Animal Welfare & Sourcing

Animal-derived materials are sourced humanely and responsibly.

REQUIREMENTS

- No angora, fur, exotic skins, or mulesed wool unless certified to Group policy.
- Down and feathers are certified free from live-plucking and force-feeding.
- Leather originates only from traceable food-chain by-product supply.

Transparency & Remedy · Sections 13–14

13 Subcontracting & Transparency

All production sites are disclosed and approved before work begins.

REQUIREMENTS

- No undisclosed subcontracting, homework or unauthorised sub-tier production.
- The Group is granted unannounced access to all production and dormitory sites.
- Full traceability of materials and processing is maintained on request.

14 Grievance & Remediation

Workers may raise concerns freely and without fear of reprisal.

REQUIREMENTS

- A confidential, accessible grievance mechanism is available in local language.
- Whistle-blowers are protected from retaliation of any kind.
- Non-conformities are remediated under a time-bound corrective action plan.

◆ Framework Alignment

INTERNATIONAL LABOUR ORGANIZATION

This Code operationalises the eight ILO Fundamental Conventions, including C138 & C182 (child labour), C29 & C105 (forced labour), C87 & C98 (freedom of association) and C100 & C111 (equal remuneration & non-discrimination).

UN GUIDING PRINCIPLES

Our approach follows the UN Guiding Principles on Business and Human Rights — the Protect, Respect and Remedy framework — through ongoing human-rights due diligence, tiered risk mapping and accessible remediation.

Supplier Acknowledgement & Sign-Off

By signing below, the supplier confirms that it has received, read and understood the Meridian Apparel Group Code of Conduct (Version 2.0), and undertakes to comply with it in full across all facilities, workers and sub-tiers engaged in the production of goods for any Group brand.

The supplier agrees to cascade these standards to its own suppliers and subcontractors, to permit announced and unannounced audits, and to remediate any non-conformity within a mutually agreed, time-bound corrective action plan. The supplier acknowledges that a serious or repeated breach may result in suspension or termination of the business relationship.

SUPPLIER / COMPANY NAME _____	FACILITY ADDRESS _____	
AUTHORISED SIGNATORY _____	TITLE / POSITION _____	
SIGNATURE _____	DATE _____	
ON BEHALF OF MERIDIAN APPAREL GROUP — APPROVED BY _____ Group Compliance & Sustainability		COMPANY STAMP

Return the signed page to **compliance@meridianapparel.example** within 30 days of receipt. Retain a countersigned copy for your records.