

MAAKOLA

Code of Conduct 2022

Maakola: Our Commitment	1
SCOPE	2
GOVERNANCE AND ETHICS	2
BRIBERY AND CORRUPTION	2
MANAGEMENT, MONITORING, AND EVALUATION	2
TRANSPARENCY AND TRACEABILITY	3
ANIMAL WELFARE	3
ENVIRONMENTAL MANAGEMENT	3
RESPONSIBLE CHEMICAL USE	3
RESPONSIBLE WATER USAGE	4
MINIMIZATION OF GREENHOUSE GAS EMISSIONS	4
WASTE	4
COMMUNITY DEVELOPMENT	4
LABOR POLICIES	4
SAFE WORKING CONDITIONS	4
DISCRIMINATION, HARASSMENT, VIOLENCE	5
DISCRIMINATION	5
MORAL OR SEXUAL HARASSMENT	5
VIOLENCE	5
DISCIPLINARY ACTION	5
CHILD LABOR	5
WOMEN'S RIGHTS	6
BRAND PROTECTION	6
NON COMPLIANCE	6

Maakola: Our Commitment

At Maakola, we aim to create a net positive future.

Maakola is based on the idea that both people and planet wellbeing are possible, and it is in our capacity to enable that through business. Along our value chain, we work with several individuals and groups, and we work to generate value for this collective effort. We continue to improve our practices to be regenerative in every aspect of our business by taking a stand for what we believe in and the type of values we want to support.

This Code of Conduct is provided to all Maakola suppliers and bases core concepts on several international standards, including the Universal Declaration of Human Rights and the International Labor Organization (ILO).

The following outlines the specific parameters of Maakola's code of conduct by which we expect all associates to abide.

SCOPE

This code applies to all of our suppliers—including any employees and affiliated entities. To do business with Maakola, all artisans must agree to this code in writing.

GOVERNANCE AND ETHICS

We expect all of our suppliers to illustrate international best practices in terms of their governance and ethics. This includes, but is not limited to, adhering to all relevant local and national laws.

BRIBERY AND CORRUPTION

Maakola has a strict zero-tolerance policy for accepting bribery or engaging in corrupt business practices. Our definition of corruption is as follows: the use of one's power to influence a personally advantageous outcome.

Bribes can involve any element of value, including money, employment, discounts, gifts, or payment of expenses, including travel and entertainment. Offering or accepting benefits for the express purpose of influencing an outcome will not be tolerated by Maakola and constitutes a violation of the code of conduct, as well as possible criminal charges.

Always keep accurate records of payments and report any suspicious behavior out of accordance with the bribery and corruption policy.

MANAGEMENT, MONITORING, AND EVALUATION

Suppliers must establish adequate management systems that uphold this code of conduct to ensure that all members abide by it. If requested, suppliers must comply in providing Maakola with appropriate documentation that this management process is active.

We expect Maakola or a designated third party to be provided with full access to a supplier's facilities (including employee housing where applicable) on request. All documentation provided must be specific and accurate.

TRANSPARENCY AND TRACEABILITY

Maakola reserves the right to request information such as the country of origin, identity, and location of the sources of components and raw materials. We expect complete compliance from all of our suppliers.

ANIMAL WELFARE

Maakola expects the highest standards of care and treatment of all animals within our supply chain and is committed to cruelty-free practices. Suppliers must ensure that no animal testing is conducted or commissioned. All raw materials supplied or procured must comply with international and local regulations—in particular, the Convention on International Trade of Endangered Species (CITES). All animal products supplied to Maakola must be accompanied by documentation confirming the origin and confirmation of humane treatment of any animal used.

We do not allow the following animal products in our supply chain:

- Ivory
- Fur
- Exotic animal products
- Leather
- Mulesed wool
- Angora wool

ENVIRONMENTAL MANAGEMENT

Suppliers must go beyond complying with applicable environmental regulations, taking steps to minimize global impact and create regenerative processes when possible.

We require that all information regarding chemicals, GMOs, and/or hazardous materials be provided prior to order confirmation. Declaration of harmful or hazardous materials must be properly surrendered in accordance with local and international law or commonly used standards.

RESPONSIBLE CHEMICAL USE

The supplier must put policies in place that ensure all chemicals are handled safely in accordance with regional laws. The safety of all staff involved in chemical use is paramount. Policies include providing all safety gear and training required. Suppliers must ensure environmental harm from the use of chemicals is minimized.

RESPONSIBLE WATER USAGE

Suppliers must comply with all applicable regulations on water use, including the management of wastewater.

MINIMIZATION OF GREENHOUSE GAS EMISSIONS

Suppliers must comply with applicable emission laws and take all reasonable steps to minimize and/or offset GHG Emissions.

WASTE

We believe in the principles of the circular economy and are striving to be a fashion business that produces no waste. We expect our suppliers to also strive to produce zero waste and develop policies and procedures to reach this goal. As a minimum requirement, we expect the highest recycling standards: We appreciate that recycling capabilities can be heavily influenced by local factors and these vary greatly from region to region. We will always collaborate with our suppliers to help them work toward producing zero waste.

COMMUNITY DEVELOPMENT

Maakola views investment in local community development as a vital aspect of healthy business practice. We endeavor to invest in our surrounding community, whether it be financially, on a volunteer basis, or otherwise. We expect our suppliers to also invest in their local communities, replicating our values and approach.

LABOR POLICIES

All employees of our suppliers must be voluntarily employed and legally eligible, with complete freedom of movement. Wages must be fair, competitive, and timely, allowing employees to meet basic needs with discretionary income. All overtime must be voluntary and compensated according to local labor laws. Additionally, all supplier employees must be granted the freedom of association and negotiation without consequence. Along with basic freedoms, suppliers must protect the personal information of employees and provide them with ample development opportunities.

SAFE WORKING CONDITIONS

All suppliers must provide employees with a safe environment with ideal health practices for the industry. Following ILO Convention 155, suppliers must implement policies to minimize health risk. Workers must be free to and made aware of how to raise complaints about their workplace or housing conditions without retaliation.

In terms of working hours, suppliers must provide employees with regular breaks per local law. Employees must not exceed hours as designated by national law of the employing party, or eight hours per day and 48 per week—whichever is lower. All employees must be granted at least one 24-hour period off every seven days, and total hours for a week (including possible overtime) should not exceed 60 hours. The exception to this is an agreement between both the employing and employed parties. Maakola does not excuse any form of forced labor.

DISCRIMINATION, HARASSMENT, VIOLENCE

We have a zero-tolerance policy for discrimination and harassment. No person shall be subjected to abuse, intimidation, or threat of any kind.

Any supplier who provides housing must ensure this is also a safe and comfortable environment under the same expectations.

DISCRIMINATION

No employment decision—including but not limited to recruitment, wage, or discipline— should be based on any of the following traits: race, skin color, religion, sex or gender, age, sexual orientation, nationality, disability status, pregnancy, political affiliation, or health. All suppliers must follow all applicable equal employment regulations.

MORAL OR SEXUAL HARASSMENT

Maakola is committed to facilitating a work environment free of any form of harassment, including threat of harassment. Any behavior of intentional offense, intimidation, or humiliation will not be tolerated. This includes inappropriate physical contact, communication, and solicitations.

VIOLENCE

No physical violence or threat thereof facilitating a hostile work environment will be tolerated. Any abuse, unusual punishment, or employer intimidation is also against the code of conduct.

DISCIPLINARY ACTION

Any and all punishment must be put in writing and explained clearly to the person receiving the disciplinary action.

CHILD LABOR

Suppliers will not employ anybody under the age of 15, or 14 where applicable by the ILO or national law. Following ILO Convention 138, the exception to this age restriction relies on the age for completion of compulsory education—if the compulsory education age is higher, then that age applies to the minimum requirement rule. Also in accordance with the ILO (Convention 182), “Children [between the ages of 15 and 18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals.”

WOMEN’S RIGHTS

All employed women will receive equal treatment to male workers. This includes monetary compensation, professional advancement, and social opportunities. Pressure toward or obligation of pregnancy tests or contraception by employers is strictly prohibited, and any maternity leave taken by an employee must not reflect poorly on the person’s professional standing—including dismissal, demotion, or wage deduction.

BRAND PROTECTION

Suppliers and their respective employees must protect all confidential information they are privy to, including but not limited to business plans and finances. Suppliers must also refrain from making any statements or participating in any behavior that harms brand reputation.

NON COMPLIANCE

In the instance of an ongoing breach of this code, a supplier’s relationship with Maakola may be terminated, effective immediately. If any supplier is found to have misled Maakola at any point during affiliation, we will take action to recover related expenses.