

MSCH COPENHAGEN

Code of Conduct

April 2025 – Version 7

MSCH COPENHAGEN

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MSCH COPENHAGEN

Introduction

MSCH COPENHAGEN designs, markets and sells women's clothing. The brand is known for its Scandinavian simplicity and basic styles at reasonable prices. We opened the first MOSS COPENHAGEN store in Denmark in 2010, and in the beginning of 2016, we welcomed our first big international wholesale customer, and at current we have more than 2000 selling points.

MSCH COPENHAGEN wishes to operate according to a set of principles which stipulate that we behave in a correct and decent manner. These principals as reflected here in our Code of Conduct (CoC) describe the ethics and behavior that MSCH COPENHAGEN wishes to promote throughout the supply chain and is directed at any supplier and their sub-contractors who manufacture products for MSCH COPENHAGEN.

General Principles

This Code of Conduct reflects the values of MSCH Copenhagen. The standards of the Code of Conduct are based on internationally agreed conventions, including but not limited to: the International Bill of Human Rights, the International Labour Organisation's (ILO) Declaration of the Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, the UN Convention Against Corruption, the Rio Declaration on Environment and Development; and the UN Global Compact's 10 Principles

When signing this Code of Conduct we wish our suppliers to commit to the same principles. Working to implement these principles is a long and challenging process, but MSCH Copenhagen encourages all our suppliers to join us in working actively with implementation and due diligence in their own business. All such efforts will be acknowledged as part of the foundation of a strong business partnership.

Scope

The requirements of this CoC extend to all factories producing MSCH Copenhagen products and all their workers working within those factories, regardless of their status or relationship with suppliers. This Code therefore also applies to workers who are engaged informally, on short-term contracts or on a part-time basis.

Where there are differences between the terms of this Code of Conduct and national laws or other applicable standards, suppliers shall adhere to the higher requirements. If conflicts between national law and this Code of Conduct are detected, suppliers must inform MSCH Copenhagen immediately.

Transparency

Transparency is essential for MSCH Copenhagen to work towards a more sustainable supply chain and as part of this it is essential for MSCH Copenhagen that suppliers show transparency and disclose information on their production units to MSCH Copenhagen upon request. The information should be updated on a regular basis and/or when changes occur.

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Managing your Supply Chain

Suppliers must have a proper management system to ensure that the principles of this CoC are not violated, that continuous improvements are implemented and that requirements are cascaded throughout the MSCH Copenhagen value chain. Part of this includes performing your own risk assessments and self-assessments of all production units and sub-suppliers.

Monitoring and Evaluation

Suppliers must assign responsibility to one or more management representatives with responsibility and authority to ensure compliance with this Code of Conduct.

All production units shall be open to audits at any time if requested by MSCH Copenhagen. In the case where we require an audit of the facility, we may be represented by an independent third-party auditing company of our choice.

Suppliers shall maintain appropriate records to demonstrate compliance with the requirements of this Code of Conduct. Records shall be available to MSCH Copenhagen upon request.

Where instances of non-compliance are detected during supplier visits, suppliers will be given a fixed period to remediate the findings. In the event of failure to remediate, MSCH Copenhagen is willing to engage in a constructive dialogue with suppliers to develop and implement action plans with appropriate time scales for implementation and improvements to be achieved.

MSCH Copenhagen does not operate with a passed/failed policy and terminating a business relationship will only be the last instance. However, MSCH Copenhagen will not conduct business with a supplier if compliance with the terms of this Code of Conduct is deemed impossible and the supplier shows no willingness or ability to improve. If the supplier is willing to work with us on continuous improvements, MSCH Copenhagen is also willing to work with the supplier.

The MSCH Copenhagen requirements

The following paragraphs reflect the MSCH Copenhagen values as well as legal requirements and constitutes minimum requirements for our suppliers within each area.

Human Rights and Labour Rights

Forced labour

- Suppliers must not use forced, imprisoned or illegal labour in any of our supplier's production units.
- Workers shall not have to leave any sort of deposit and/or ID/passport when hired by the factory.
- The worker shall always sign a contract upon beginning work at the factory. The contract shall be written in a language that the worker understands.
- The worker has the right to terminate employment according to national law.
- Overtime shall always be voluntary.

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- Workers shall have free access to toilets, water and praying rooms at all times if/when necessary.
- Suppliers must ensure that all feasible measures are taken to prevent workers from falling into debt bondage through company loans.

For more detailed information, please see our MSCH Forced Labour Policy

Child Labour and young workers

Child Labour is strictly prohibited throughout the entire MSCH Copenhagen supply chain.

- Supplier shall have sufficient management systems in place to ensure that no children under 15 years of age are working in production units producing for MSCH Copenhagen. If the law states a higher age, then this must be followed.
- Young workers from 15 years of age to the age of 18 may only perform light work and only within normal working hours. Suppliers must comply with all local laws concerning young workers.
- Young workers must not be exposed to work that is harmful to their morals or health, dangerous to life, or likely to hamper their normal development.

For more detailed information, please see our MSCH Child Labour Policy

Freedom of association

- Suppliers shall recognize the right of workers to join, form or not to join trade unions of their choice without fear of intimidation, reprisal, or harassment.
- The supplier shall engage in collective bargaining with a legally recognized employee representative.
- When law restricts unions, the supplier should encourage and not prevent the formation of worker committees, from which workers can, collectively express their grievances directly to the management.

Working hours and compensation

- Working hours shall always be kept within the limits of national law but no higher than 60 hours per week, including overtime hours.
- Workers shall receive at least one rest day in a 7-days period.
- Workers shall be free to refuse overtime without fearing contract termination or punishment.
- All national laws regarding compensation of workers shall be kept.
- Withholding wages for any reason is prohibited.
- Workers shall be given at least the national minimum wage, and this should be enough to meet the basic needs of the workers.
- Pay slips must always be signed and handed over to the respective worker.
- National law on social insurances must be always kept.

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Non-Discrimination and harassment

- Workers shall never be discriminated against in relation to race, color, caste, nationality, religion, gender, age, sexual orientation, or marital status.
- The supplier must ensure that policies are in place to prevent any form of harassment and discrimination in the factory.

Health and Safety

Management systems

- The supplier shall have sufficient management systems in place to ensure that the health and safety of the workers are never compromised in any decisions taken.
- The supplier shall conduct periodic risk assessments to ensure that all risks are managed and that there is no risk to human life or risks that can cause serious accidents.

Safety

- The working environment must be safe, healthy, and clean at all times and all working stations should be provided with sufficient lighting.
- Relevant first aid equipment must be available and where legally required a doctor or nurse shall be available during working hours.

Fire safety

- All local laws regarding fire safety must be kept, and all facilities producing for MSCH Copenhagen must as a minimum install adequate warning systems, fire safety equipment and well-marked exits and escape routes.
- Fire escapes shall be clear for passage and must not be locked or blocked at any time.
- Fire drills must be conducted on an annual basis.
- The supplier shall ensure that safety precautions regarding the use, storage and handling of chemicals are taken.
- The supplier shall ensure, that electrical installations are in accordance to law and do not pose a risk to fire safety in the production facility.

Chemical handling

- All chemicals and hazardous materials must be safely handled, transported, and disposed of according to law.
- Workers must be trained in handling chemicals and shall always be provided with sufficient protective equipment when handling these.
- MSDS (Material Safety Data Sheet) must be provided for all chemicals on site.

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Dormitories, kitchens, and dining rooms

- Dormitories must be placed in buildings separate to the production building.
- Dormitories must have sufficient living and storage space for workers.
- Workers must have easy access to food or sanitary food storage, clean water, and toilet/bathing facilities.
- Dormitories, kitchens, and dining areas must take all required health and safety as well as fire safety precautions.

Environmental Protection

As minimum requirements on environmental protection, MSCH Copenhagen expect all our suppliers to:

- Comply with all applicable national, regional, and international environmental laws and regulations.
- Use water responsibly.
- Dispose of wastewater responsibly and in accordance with applicable legislation.
- Monitor all emissions that are produced during production in accordance with applicable legislation.
- Handle and dispose of solid waste in a responsible way in accordance with applicable legislation.

For more detailed information, see the MSCH Copenhagen Environmental Policy

Anti-corruption

MSCH Copenhagen are committed to adhering to the UN Convention Against Corruption and we expect the same commitment from our suppliers. In short, this means that:

- Suppliers shall work against corruption in all forms.
- Suppliers shall establish adequate processes to avoid corrupt practices. Such processes should support and be in line with the United Nations Convention against Corruption.

For more detailed information, please see our MSCH Anti-Corruption Policy

Chemicals

It is the supplier's responsibility that any product supplied to MSCH Copenhagen is free of prohibited substances and chemicals beyond the legal limits. MSCH Copenhagen is following AFIRM which is the best practice within the industry.

For more detailed information, please see our MSCH RSL - AFIRM - Chemical Testing Program.

Animal Welfare

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MSCH Copenhagen products deriving from animals shall be produced with the highest regard to the welfare of the animals. Suppliers shall ensure that animals are treated according to the Five Animal Freedoms.

For more detailed information, please see our MSCH Animal Welfare Policy

Signature

When signing this page, you agree to adhere to the MSCH Copenhagen Code of Conduct, including all Appendices:

- Supplier Request Form
- Production Unit Mapping
- MSCH Environmental Policy
- MSCH Anti-corruption Policy
- MSCH RSL - AFIRM - Chemical Testing Program
- MSCH Animal Welfare Policy
- MSCH Child Labour Policy
- MSCH Forced Labour Policy
- MSCH Grievance Policy

Name of supplier:

Name

Date

Signature

Signed by MSCH Copenhagen CEO, Peter Dahl

