

Human Rights Policy

Purpose

Scope

Commitment to Human Rights and Fundamental Freedoms

Principles

Due Diligence

Communication

Policy updates and review

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Purpose

The Mango Group (hereinafter, “Mango” or “the Group”) has developed its Human Rights Policy (hereinafter, the “Policy” or “Human Rights Policy”) in order to demonstrate its commitment to respect and promote respect for internationally recognised Human Rights in all its operational areas.

Mango, one of Europe’s leading groups in the fashion industry, has a key role to play as an agent of change. The company understands sustainability as a path that fashion must follow in search of a fairer and more sustainable society based on the management of its environmental and social impact. For this reason, it has a sustainability strategy marked by the Sustainable Development Goals (SDGs) of the United Nations and respect for Human Rights which, through the ‘Committed to People’ pillar, integrates its commitment throughout its value chain.

This Policy relates to the company’s Code of Ethics and Code of Conduct for Suppliers and Product Manufacturers and is complementary to Mango’s corporate policies.

Scope

The principles stipulated in this Policy are the basis in terms of Human Rights for all collaborators and third parties related to Mango, as well as its governing bodies and stakeholders with whom Mango establishes professional relations. It also applies to all stakeholders in its value chain, such as product and service suppliers and manufacturers, employees, customers, business partners and communities in the area of influence of its business activity, etc.

Commitment to Human Rights and Fundamental Freedoms

Mango is committed to respecting Human Rights and Fundamental Freedoms (hereinafter Human Rights) throughout its value chain to guarantee their enjoyment and ensure the well-being of all workers and their communities. Mango will respect and promote internationally recognised Human Rights in:

- The United Nations International Bill of Human Rights including the Universal Declaration of Human Rights,

the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

- The Declaration on Fundamental Principles and Rights at Work and the Conventions of the International Labour Organisation (ILO).
- The Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.
- The United Nations Global Compact Guiding Principles (UNGPs).
- Sustainable Development Goals (SDGs).

Mango, through this Policy, supports and develops its commitment to the UNGPs by assuming responsibility for respecting and promoting Human Rights throughout the value chain and the stakeholders covered by this Policy, and for ensuring access to effective remediation mechanisms in the event of any negative impact.

Mango will pay special attention to the rights and freedoms of persons belonging to vulnerable groups, which

is why it also takes into consideration international law instruments that develop the rights of specific groups such as minorities, indigenous and tribal groups, migrants and their families, women, children and persons with disabilities:

- Convention on the Rights of the Child.
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
- Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.
- Convention on the Rights of Persons with Disabilities.
- United Nations Declaration on the Rights of Indigenous Peoples.

Mango also recognises the Human Right to a clean, healthy and sustainable environment and is committed to taking all necessary measures to ensure its guarantee in accordance with Resolution 76/300 of 28 July 2022 of the United Nations General Assembly.

Principles

- Mango does not tolerate child labour.

- Mango does not tolerate forced or compulsory labour in any form and rejects any practice of modern slavery or human trafficking, as well as any practice or behaviour that includes harassment, abuse, violence or degrading treatment. Mango respects people's freedom of movement without unjustified restrictions.
- Mango promotes diversity and equality, rejecting any kind of discrimination based on race, colour, sex, gender, age, religion, origin, functional diversity, language, maternity, sexual orientation, illness, ethnicity, political opinion or any other condition, paying special attention and protection to the most vulnerable groups.
- Mango promotes freedom of opinion, information and expression, as well as freedom of thought.
- Mango promotes a safe and healthy working environment by adopting an appropriate occupational health and safety policy that ensures effective protection for all workers, fully integrating this approach into its overall management system and all its activities.
- Mango guarantees all workers fair, dignified, equitable and legally compliant working conditions,

rejecting precarious work and covering at least the minimum wage set by current legislation, reducing any kind of gap and promoting the adoption of a living wage to meet the needs of all people and their families.

- Mango recognises freedom of association, affiliation and the right to collective bargaining.
- Mango promotes environmental responsibility, respect for the environment and ensures correct compliance with applicable legislation.
- Mango promotes through all its relations with third parties an ethical culture that guarantees ethical and responsible behaviour, not tolerating any type of corruption (bribery, fraud, money laundering, etc.).
- Mango respects privacy and intellectual and industrial property rights by ensuring the confidentiality and security of personal data.

Due Diligence

Mango understands that Human Rights Due Diligence (hereinafter, HRDD) is fundamental to promote responsible business conduct throughout the value chain. This process aims to identify, prevent, mitigate and remedy

potential or actual Human Rights impacts that may arise from business operations.

By adopting HRDD approaches, Mango seeks to fulfil its responsibility as a business group to respect Human Rights and is committed to integrating this approach into its management and to continue developing more ethical and environmentally friendly practices that ensure the preservation of the environment, the enjoyment of rights and the well-being of all the people and communities that are part of its value chain.

Mango is committed to regularly identify and assess current and potential Human Rights impacts in order to establish the necessary measures to prevent, mitigate and remedy their possible negative consequences, with the aim of promoting positive impacts throughout its value chain.

For the implementation of this Policy, Mango will consider stakeholders in order to foster a continuous dialogue that allows for its compliance, as well as the respect and promotion of Human Rights, highlighting in this aspect the close collaboration with governments

and public administrations. Mango will also respect the activity of those groups or individuals who defend Human Rights in the exercise of their work.

Communication

This Policy is public and is accessible in different languages for consultation by all Mango stakeholders through the Group's website. The Policy is disseminated internally and externally through specific communication channels to the stakeholders identified in the scope of this Policy.

As part of the HRDD process, Mango promotes communication with the right holders (people who may be affected by Mango's business activity in the exercise and enjoyment of their rights) through social dialogue actions and communication and accountability mechanisms.

Mango makes available to stakeholders, and monitors, several grievance mechanisms at an operational level, highlighting its own channel (Ethical Channel) through which any person who has a relationship with the Group can easily make a query or complaint about a possible irregularity related to its Code of Ethics, the Code of

Conduct for Suppliers and Product Manufacturers or the legislation in force in each country in the field of Human Rights. Mango's Ethical Channel guarantees anonymity, as well as confidential and non-retaliatory treatment for any complaint made. The regulations of the Code of Ethics specify the procedure, as well as the different phases of the investigations to be carried out as a result of the complaints received. Mango guarantees confidential and fluid communication with the Group department in charge of its management once the facts have been reported. This channel is accessible to anyone who wants to access it and seeks to comply with principle 31 of the UNGPs.

In an exercise in transparency, Mango publishes its annual Sustainability Report in which it publicly communicates its performance, progress and management in the Human Rights area.

Policy updates and review

This Policy was approved by the Mango Group in June 2024 and will be reviewed periodically in order to assess its effectiveness (at least every two years). If necessary, the document may be updated to ensure its correct implementation.

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