

# Mulberry

## Global Sourcing Principles

In recognition of our purpose-driven approach, in 2024 Mulberry achieved B Corp Certification, joining a global community of like-minded organisations seeking to work with transparency and accountability. Our B Corp Certification builds upon the commitments set out in our Made to Last Manifesto, launched in 2021 as part of our 50th anniversary celebrations. “Made to Last” is the ethos and philosophy that goes to the very heart of what we do, across every part of the business and has been at the heart of the brand since it was founded in 1971. From sourcing, manufacturing and production to retail and our relationships with the communities around us, we continue to push the boundaries of sustainable practice. We recognise the benefits of a regenerative and circular business model and strive to implement pertinent practices into our own operations and wider supply chain. As we work towards this, we recognise that we are playing a part in making things better. Our Made to Last sustainability strategy is centred around the Three C’s: Climate, Circularity and Community. Within each of these three pillars, we address the pressing issues of our day, which align to our ambitious targets set out within our Made to Last Manifesto.

### ETHICAL BUSINESS PRACTICE

At Mulberry, we are committed to conducting our business with the highest standards of integrity, fairness, and accountability. We believe that ethical behaviour is fundamental to long-term success and to building trust with our employees, customers, partners, and communities.

All employees and representatives of Mulberry are expected to uphold principles of honesty, transparency, respect, and responsibility in all business dealings. We comply with all applicable laws and regulations and actively work to prevent corruption, discrimination, exploitation, and any other unethical conduct. We foster a culture where ethical concerns can be raised without fear of retaliation, and we continuously strive to improve our practices through education, dialogue, and responsible leadership. We expect our suppliers and business partners to adhere to this policy and our standard of business ethics.

Mulberry is committed to upholding the principles of fair competition in all our business activities. We operate with integrity, comply with all applicable antitrust and competition laws, and reject any form of anti-competitive behaviour, including collusion, price-fixing, market allocation, bid-rigging or abuse of market dominance. We believe that open and honest competition drives innovation, quality, and value for customers. All employees, suppliers and business partners are expected to act in a manner that supports competitive fairness, respects the rights of competitors and fosters a healthy and transparent marketplace.

### OUR RELATIONSHIPS WITH SUPPLIERS

Mulberry takes great pride in the relationships we develop with the companies who supply us with goods and services. Our Global Sourcing Principles act as a code of conduct, setting the standards by which we aim to build long term partnerships with our suppliers and carry out business through transparent and fair means.

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We expect a great deal from our suppliers. They should not only obey the law but also take great care to respect the well-being of their employees, communities and environment in which they operate. They should sign Mulberry's Global Sourcing Principles to indicate their acceptance of the Global Sourcing Principles as a code of conduct and communicate and implement these Global Sourcing Principles throughout their business dealings for Mulberry, including with their own employees and suppliers.

Mulberry's Global Sourcing Principles set out the minimum requirements for a supplier to do business with Mulberry. They include principles of international law such as the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work: (a) freedom of association and the effective recognition of the right to collective bargaining; (b) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; (d) the elimination of discrimination in respect of employment and occupation; and (e) a safe and healthy working environment.

The Global Sourcing Principles also cover best practices in wages, working hours, communication of employment conditions and health and safety in the workplace.

Finally, suppliers working with Mulberry undertake to meet our high expectations of protection of the environment and care of animals used in our products following our Animal Sourcing Principles.

As with Mulberry's own factories, we require all our product and major suppliers to sign up to Mulberry's Global Sourcing Principles as well as to our Anti-Bribery and Corruption policy during our new supplier onboarding procedure through which we determine the supplier's ability to meet our standards. We reinforce these expectations during supplier meetings, site visits and annual due diligence questionnaires. In addition, Mulberry employees are regularly present on our key suppliers' sites and are trained to report any suspicious or unusual activity at those sites. We ensure we know the exact sites where Mulberry products are manufactured, and subcontracting is forbidden without express permission; subcontractors are assessed before being approved by Mulberry. In the event of consistent and ongoing non-compliance, Mulberry may cease to renew its contract with a supplier.

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### CODE OF CONDUCT

#### 1. NO CHILD LABOUR

There shall be no recruitment of child labour. Children under the age of 15 shall not be recruited or employed (or higher age if required by the law). Children and young persons under the age of 18 shall not be employed at night or in hazardous conditions. The policies and procedures shall conform to the relevant International Labour Organisation (ILO) policies.

#### 2. EMPLOYMENT IS FREELY CHOSEN

There shall be no forced, bonded, or involuntary prison labour. Worker-paid recruitment fees are prohibited; workers must not be required to lodge 'deposits' or their identity papers on commencement of employment. Workers must be free to leave their employer after reasonable notice.

#### 3. FREEDOM OF ASSOCIATION AND EMPLOYEE REPRESENTATION

Suppliers should respect the rights of employees to join or form an association of their choosing (such as workers council, union, or workers association). Where the right to freedom of association and collective bargaining is restricted by law, the employer should facilitate, and not hinder, the development of parallel means for independent and free association and bargaining. Representatives must not be discriminated against and have access to carry out their representative function in the workplace.

#### 4. NO DISCRIMINATION

There must be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, nationality, religion, age, disability, gender, marital status, sexual orientation, union or political membership.

Mulberry respects the rights and dignity of Indigenous peoples and supports the principles of the UN Declaration on the Rights of Indigenous Peoples (UNDRIP). While this is a low-risk area for Mulberry's business, Mulberry remains committed to ethical practices and expects all suppliers to do the same.

#### 5. WAGES AND BENEFITS OF EMPLOYMENT

Wages and benefits paid for a standard working week must meet, as a minimum, national legal requirements, or industry benchmark standards, whichever is higher. Wages should cover the need to meet both basic needs and some discretionary income. All workers – regardless of gender or any other protected characteristic – must be paid fairly and equitably. All workers should be provided with written and understandable information about their employment conditions and wages before employment and provided with wage slips for each period they are paid. Deductions from wages as a disciplinary measure is not permitted other than those required by law. Any such deductions must not be taken without the expressed permission of the worker concerned.

Mulberry is an accredited Living Wage Employer and part of a network of businesses across the UK who voluntarily choose to pay all employees a Real Living Wage. On a global scale, Mulberry recognises the work of the Global Living Wage Coalition who are developing a living wage benchmark for many countries. Mulberry extends its commitment to fair pay throughout our supply chain and encourage suppliers to pay the equivalent living wage for their country.

#### 6. HOURS OF WORK AND REGULAR EMPLOYMENT

Working hours should comply with local and national laws, whichever offers greatest protection. In

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any event workers should not, on a regular basis, be required to work more than 48 hours per week. They should be given one day off in every 7-day period on average. Overtime should be voluntary, not requested on a regular basis and not exceed 12 hours per week. Overtime should be paid at a premium rate. To every extent possible, work performed should be on the basis of a recognised employment relationship. Obligations to employees under labour or social security laws and regulations should not be avoided through the use of home working schemes, subcontracting or apprenticeships where there is no intent to provide regular employment. The conditions for the termination of a contract should be laid out before employment commences and conform to established and transparent company practices and local law.

#### 7. DISCIPLINE

There must be a zero-tolerance approach to employee harassment, abuse, or violence in any form – physical, sexual, or verbal. All workers must be treated with dignity and respect.

Mulberry has a “whistle blowing policy” for its employees and encourages all suppliers to have a similar provision.

#### 8. HEALTH AND SAFETY

Suppliers are expected to follow the conventions of the International Labour Organisations Occupational Safety and Health Convention, 1981 (No. 155) and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

A safe, clean and hygienic environment should be provided, considering the specific hazards of the industry. Adequate steps should be taken to prevent accidents and injury to health at work. Workers should receive regular and recorded health and safety training. All workers should have access to

clean toilet facilities and drinking water. Where provided, accommodation should be clean, safe and meet the basic needs of workers. Without any cost to the worker, adequate personal protective clothing and equipment which are reasonably necessary when hazards cannot be otherwise prevented or controlled. Work organisation, particularly with respect to hours of work and rest breaks, must not adversely affect occupational safety and health. A senior manager should be appointed as the Health and Safety representative for the company.

Suppliers must inform Mulberry in writing with details of any serious or fatal incidents within their facilities within one month of occurrence.

#### 9. ENVIRONMENT

Mulberry has set ambitious science-based greenhouse gas emission reduction targets, which heavily rely on the engagement of our supply chain to reduce Scope 3 emissions. On request, suppliers are required to provide Mulberry with emissions data related to the carbon intensity of their own manufacturing facilities, logistics and supply chain. Mulberry expects suppliers to measure and reduce their own impact on the environment, including by measuring their own carbon footprint, water usage, minimising waste and adopting circular principles throughout their operations.

#### 10. ANIMAL WELFARE

Suppliers should ensure the highest standards of animal welfare are adopted in the production of hides through the life of the animal and during the slaughter process. Animals should live free of hunger, thirst, distress, pain or disease. To this end all suppliers should sign and implement Mulberry's Animal Sourcing Principles. No hide should be used from any recognised endangered or prohibited animal.

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## Animal Sourcing Principles

### INTRODUCTION

As a British lifestyle brand dedicated to excellence in all areas, Mulberry is committed to responsible and sustainable business principles and practices, including sustainable sourcing. We work towards upholding such practices and principles throughout our own business as well as in our supply chain, by working with partners that share our values and approach to responsible business, such as supporting a transition to regenerative farming. Since we use material from animal origin in our products, we are deeply committed to principles and practices that require animals in our supply chain to be treated with care and respect.

This document sets out the general principles (“Principles”) according to which all animals in our supply chains should be treated. These Principles are informed by the internationally recognised Five Domains Model of Animal Welfare, which provides a holistic framework for assessing and promoting both the physical and mental wellbeing of animals. This model builds upon the foundational Five Freedoms, which have historically guided animal welfare by focusing on the prevention of suffering. The Principles have been developed to consider the diversity of animal products we source as well as the different regulatory environments in which animals are bred, raised, transported and slaughtered.

### GENERAL PRINCIPLES

We believe that these Principles should apply throughout the animal sourcing supply chain, including the maintaining, breeding, raising, transportation, handling and slaughter of live animals.

1. We are committed to ethical practices in the maintaining, breeding, raising, transportation, handling, and slaughter of animals in our leather supply chains. We believe that all such animals, while considering their species’ needs, should benefit from:
  - a. Good nutrition – To minimise thirst and hunger and enable eating to be a pleasurable experience.
  - b. Good physical environment – To minimise discomfort and exposure to adverse environmental conditions and to promote physical comfort.
  - c. Good health – To minimise pain, disease, and other discomforts and to promote the pleasures of vigour, strength, robustness and harmonious physical activity.
  - d. Appropriate behavioural interactions – To minimise threats and unpleasant restrictions on behaviour and movement, and to promote engagement in rewarding activities.

- e. Positive mental experiences – To promote the experience of various forms of comfort, pleasure, interest, confidence and a sense of control.

These five areas reflect the core domains of animal welfare and guide our expectations for animal care across our supply chain.

2. We are committed to sustaining well-functioning and biodiverse ecosystems in the regions where we source. This includes maintaining wild animal populations at sustainable levels and ensuring that all materials of animal origin are sourced legally. In particular, we only use leather that is a by-product of the food industry, thereby supporting responsible resource use and minimising environmental impact.
3. We do not use leather from species listed under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), nor from species classified as threatened or endangered on the IUCN Red List. This ensures that our sourcing practices do not contribute to the decline of vulnerable wildlife populations and supports global efforts to protect biodiversity.

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### GENERAL PRINCIPLES

4. We believe that the maintaining, breeding, raising, transportation, handling and slaughter of animals must be undertaken with minimal environmental impacts, and in compliance with applicable local animal welfare, social and environmental laws and regulations as well as internationally accepted human and labour rights standards. In addition, internationally accepted standards for animal welfare such as the standards developed by the World Organisation for Animal Health should be followed.

#### MAINTAINING, BREEDING, RAISING, TRANSPORTATION, HANDLING, AND SLAUGHTER OF ANIMALS

5. We believe that during the maintaining, breeding, raising, and handling of animals, animals should have freedom of movement, live in clean and secure conditions, be provided with food, water and care as well as have appropriate lighting, temperature, humidity, air circulation, ventilation and other environmental conditions. Further, animals should not be given food or liquid in a manner which may cause unnecessary suffering or injury and they should be treated in a manner respectful of their species' nature and their physiological and ethological needs in accordance with established experience and scientific knowledge.
6. We believe that animals should not be transported in a way that is likely to cause injury or undue suffering to them, including that all necessary arrangements have been made in advance to minimise the length of the journey and to meet animals' needs during the journey in line with internationally accepted standards for transportation of animals in air, at sea and on land.
7. We believe that animals should not experience suffering, pain or excitement during all stages of the process of slaughter, and that, as appropriate, effective stunning should be used in advance of slaughter.

### IMPLEMENTATION

8. To uphold these Principles, we will work with our suppliers to achieve these outcomes and encourage them to uphold these Principles in their own supply chains.
9. We will commit to implementing appropriate guidelines, procedures, and resources to uphold these Principles.
10. We recognise that the ability to uphold these Principles throughout our supply chains as well as across different types of species will vary; however, we aim for continuous improvement towards realising these Principles. We will seek to source from countries that have well-established and enforced legislation covering animal welfare, trade and biodiversity conservation.

### ANIMAL FIBRES

#### LEATHER

Leather goods are the foundation of Mulberry's business and comprise around 90% of our collection. We are committed to transparency and circularity across our leather supply chain from farm to finished product. We source directly from our tannery partners in the UK, Italy, Germany, Spain and Türkiye who are audited by the Leather Working Group (LWG), or another auditing body, to measure their impact and to ensure we are sourcing leather with the highest environmental accreditation.

In 2020 Mulberry became a founding partner of the Sustainable Leather Foundation (SLF). As well as looking at a leather suppliers' environmental credibility, SLF also reviews their Social and Governance performance.

From Spring/Summer 2023, all leather sourced by Mulberry is from tanneries with an environmental accreditation. As part of our commitment to transparency

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in our supply chain, we require all tannery partners to share hide country of origin as a minimum. Using this information, we are building a traceability ranking system, which will show us where we have a more localised supply chain, and where we can make improvements in the long term.

We are committed to using a regenerative farming model within our leather supply chain. On a regenerative and rotational farm, livestock play an essential role in maintaining soil health, which not only enables them to have a free-range life but also improves biodiversity and stores carbon from the atmosphere.

#### WOOL

Animal welfare certifications such as the Responsible Wool Standard (RWS) promote animal welfare, land management and traceability and prohibit the practice of mulesing. We are working to increase our uptake of Responsible Wool in our Soft Accessories collections.

#### CASHMERE

Mulberry is a member of Textile Exchange, committed to sourcing cashmere certified by responsible sources, which encourages herders to adopt ethical practices that meet high animal welfare standards.

#### FEATHERS AND DOWN

We responsibly source down and feathers through the Textile Exchange's Responsible Down Standard (RDS). The RDS aims to ensure that down and feathers are sourced from animals that have not been subjected to any unnecessary harm, such as live plucking.

#### EXOTIC SKINS

Sourcing exotic leather comes with unique animal welfare and traceability difficulties. Therefore, in 2019, Mulberry made the decision to stop using exotic leathers in our collections, including those derived from species listed under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and those classified as threatened on the International Union for Conservation of Nature (IUCN) Red List.

#### FUR

As a commitment to improving animal welfare in our supply chain, Mulberry became a Fur Free Retailer in June 2019. Fur Free Retailer is the world's leading programme to connect fur-free companies to consumers seeking ethical goods. The online Fur Free Retailer list provides consumers accurate information about a retailer's fur policy, allowing them to make an informed choice when shopping.