

# Mulberry

## Corporate Social Responsibility

### CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT (SB-657)

Under the California Transparency in Supply Chains Act of 2010, companies of a certain size doing business in the State of California are obliged to disclose their efforts to eradicate slavery and human trafficking from their direct product supply chains for the goods that they offer for sale.

All of Mulberry's supplier relationships are governed by Mulberry's Global Sourcing Principles which includes the absolute prohibition of forced or bonded labour. In this disclosure we explain in more detail how we apply this policy in practice through good governance practices.

The following is our disclosure under the California Transparency in Supply Chains Act 2010 (SB-657):

#### 1. VERIFICATION OF PRODUCT SUPPLY CHAINS

Mulberry's Global Sourcing Principles sets out the rights of all workers in our supply chain, whether in a direct or indirect employment relationship. The Principles are based on the International Labour Office (ILO) fundamental conventions, including the prohibition of all forms of forced labour. We require all of our suppliers to sign up to these principles as a condition of doing business with us and to apply these principles within their own supply chains. We ensure we know the exact sites where all our products are manufactured, and subcontracting is forbidden without express permission, which will only be given once the subcontractor has been assessed and approved by Mulberry. These are internal supply chain management practices.

#### 2. SUPPLIER AUDITS

Mulberry conducts regular audits of our finished goods suppliers using third party independent auditors following the SMETA method developed by SEDEX. These audits are semi-announced. Where non-compliances are found against our Global Sourcing Principles, a corrective action is agreed between the auditor and the supplier. Satisfactory completion of these corrective actions is assessed by Mulberry's internal trained auditors. We also carry out social audits of certain raw material suppliers according to the needs raised by our risk assessments.

#### 3. CERTIFICATION OF MATERIALS

For almost all our products, the materials are selected and sourced by Mulberry, and so Mulberry has a direct line of communication with both our finished goods and our raw material suppliers, all of which sign up to our Global Sourcing Principles as a condition of doing business with Mulberry. This greatly increases the visibility we have over the source of our materials, and enables us to find out more about the potential risks to workers in our raw material supply chains.

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Leather – We collect traceability information for all of our leather articles back to country of origin of the animal. We do not knowingly source any leather from regions where use of slavery is documented.

Paper and card – We have a policy to only source paper and card which is FSC or PEFC certified for our stationery product and all our packaging. Forests that are FSC and PEFC certified have to meet a minimum standard on social systems including no forced or bonded labour.

We monitor all publicly available information sources and where we are alerted to a risk of non-compliance with our Global Sourcing Principles in any of our commodity supply chains, we will conduct a full investigation and act on the information we find to eliminate these risks.

#### 4. INTERNAL ACCOUNTABILITY STANDARDS AND PROCEDURES

Employees – All our employees have a contract which lays out their working conditions and hours of work expected, as well as their salary. Employees are encouraged to go to their line manager as first port of call for any concerns they have while working for Mulberry. In case this is not the most appropriate route, the company has disciplinary and grievance procedures which are documented in the Employee Handbook, provided to all employees when they join Mulberry. The company also has a Whistle Blowing procedure, which allows an employee to raise a concern without fear of compromising their own position, as well as an Anti-Bribery and Corruption Policy.

Suppliers and contractors – All suppliers and contractors sign our Global Sourcing Principles as well as our Anti-Bribery and Corruption Policy.

If we learn of any allegations of slavery or trafficking through our Whistle Blowing system or our supplier audits, we will act promptly and effectively in the best interests of the workers affected, which could mean the termination of the business relationship with the supplier concerned.

#### 5. TRAINING

All employees starting with Mulberry receive a briefing on Corporate Responsibility and a copy of Mulberry's Global Sourcing Principles. Our Country Managers are trained lead auditors in SA8000 (a social systems standard). Employees who regularly visit suppliers receive basic training on our Principles and all other managers in contact with our suppliers receive regular updates on issues relating to the implementation of our Principles.