

# Marc O'Polo

EST. IN STOCKHOLM

## MARC O'POLO HUMAN RIGHTS POLICY STATEMENT

### OUR COMMITMENT

Sustainability has always been a part of Marc O'Polo's DNA. We focus on the use of sustainable materials to protect our environment as well as on the implementation of social standards in our value chain to respect human rights. It is our mission to "make sustainability the new normal".

The protection of human rights is one of the most important duties of states. Complementary, companies have the responsibility to respect human rights and to prevent or mitigate their negative impacts on human rights. Marc O'Polo bears its responsibility to respect all internationally recognized human rights, including women's rights, children's rights and the right to water. In doing so, we explicitly include all people associated with Marc O'Polo, not only our own employees, but also the people in our supply chains.

Therefore, we refer to international frameworks:

- Universal Declaration on Human Rights
- Conventions and core labor standards of the international labor organization (ILO)
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- UNICEF Guidelines for children rights and business conduct

### OUR RISK MANAGEMENT AND DUE DILIGENCE PROCESSES

Marc O'Polo has human rights due diligence processes implemented, which are oriented towards the United Nations Guiding Principles on Business and Human Rights (UNGPs). Core elements of our due diligence processes are our human rights and environmental risk analyses. Based on their results, Marc O'Polo has several measures implemented, to avoid or mitigate the identified salient issues.

We know that an adequate due diligence is a continuous process. Therefore, we regularly analyze and review our risks and update our analyses, our measures as well as this policy statement.

### OUR IMPLEMENTATION OF THE HUMAN RIGHTS DUE DILIGENCE

We have several policies implemented to promote the respect for human rights in our business and at our business partners.

Our Code of Conduct defines labor standards, following the standards of the Fair Wear Foundation. Our Ethical Sourcing Standard sets additional requirements regarding working conditions, animal welfare, environment and materials. Both policies represent our expectations towards our business partners and are an integral part of our supplier contracts.

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## OUR IDENTIFIED RISKS AND THE MEASURES WE TAKE

We regularly analyze our own operations and our supply chain regarding human rights and environmental risks. We prioritize risks based on the two criteria: (1) severity and (2) connectivity to Marc O'Polo. We identified several work-related human rights risks, such as working time, remuneration, human trafficking and forced labor, child labor as well as discrimination in our human rights risk analysis. The prioritized environmental risks in our supply chain are water usage, water scarcity and water pollution, hazardous chemicals, and greenhouse gas emissions.

To address the identified risks Marc O'Polo has implemented a comprehensive set of measures:

We regularly conduct social audits at our suppliers in order to gain transparency and to enter into a continuous improvement process with our business partners. At selected high-risk business partners, we additionally perform environmental audits.

Additionally, we are member of the Multi-Stakeholder Initiative Fair Wear Foundation and engage at amfori BSCI and the Leather Working Group to leverage the collective responsibility of the industry.

We acknowledge grievance mechanisms to be an important instrument to identify negative impacts on human rights. We have an anonymous complaints mechanism "Share with" implemented for our own employees and are currently rolling-out the complaint's mechanisms by the Fair Wear Foundation for the workers in our supply chain.

## ANCHORING OUR RESPONSIBILITY

Our corporate social responsibility and sustainability team is responsible for the realization of our human rights due diligence process within Marc O'Polo. It reports directly to our management board. Our managing director (CEO) carries the overall responsibility and oversees the implementation of this human rights policy statement.

Stephanskirchen, 14<sup>th</sup> of October 2021



Maximilian Böck  
CEO Marc O'Polo AG

MARC O'POLO AG  
HOFGARTENSTRASSE 1 83071 STEPHANSKIRCHEN GERMANY  
T +49 8036 90-0  
F +49 8036 90-1890  
INFO@MARC-O-POLO.COM  
MARC-O-POLO.COM

REGISTER COURT: TRAUNSTEIN HRB 10183 VAT REG. NO. DE 182 221 627  
MANAGEMENT BOARD: MAXIMILIAN BÖCK, SUSANNE SCHWENGER, DR. PATRIC SPETHMANN, MARKUS STAUDE-SKOWRONEK  
ALLGEMEINE GESCHÄFTSBEDINGUNGEN: [HTTPS://COMPANY.MARC-O-POLO.COM/AGB](https://company.marc-o-polo.com/AGB)  
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