

Mulberry

Global Sourcing Principles

In 2021, we celebrated 50 years of Mulberry. As part of these celebrations, we launched the Made to Last Manifesto; a commitment to responsible innovation, “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, production to retail and to 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.

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.

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 this Code of Conduct: Mulberry’s Global Sourcing Principles and communicate and implement these 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 ILO’s five fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation; and a safe and healthy working environment.

Our 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.

Mulberry takes these Global Sourcing Principles very seriously. All direct suppliers are required to complete a questionnaire to demonstrate their compliance. This is followed up by frequent unannounced visits by our own employees and visits from external auditors. Where necessary, corrective action plans are agreed with the supplier and changes verified 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.

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 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 a 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, we recognise the work of the Global Living Wage Coalition who are developing a living wage benchmark for many countries.

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CODE OF CONDUCT

6. HOURS OF WORK AND REGULAR EMPLOYMENT 9. ENVIRONMENT

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

Employee abuse in physical, sexual or verbal form of intimidation is not acceptable and is prohibited.

8. HEALTH AND SAFETY

A safe, clean and hygienic environment should be provided, taking into account 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. A senior manager should be appointed as the Health and Safety representative for the company.

Mulberry is committed to achieving Net Zero greenhouse gas emissions by 2035. Suppliers are required from time to time 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 footprint and by limiting waste.

10. ANIMAL WELFARE

Suppliers should ensure the highest standards of animal welfare are adopted in the production of our 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 our 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 company in the luxury sector, dedicated to excellence in all areas, we are 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 sustainable and 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. 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. Freedom from hunger and thirst, by ready access to fresh water and a diet for full health and vigour.
 - b. Freedom from discomfort, by providing an appropriate environment including shelter and a comfortable resting area.
 - c. Freedom from pain, injury or disease, by prevention or rapid diagnosis and treatment.
 - d. Freedom to express normal behaviour, by providing sufficient space, proper facilities and company of the animal’s own kind.
 - e. Freedom from fear and distress, by providing conditions and treatment that avoid mental suffering.
2. We are committed to sustaining well-functioning and biodiverse ecosystems in the regions where we source. This includes maintaining species populations of wild animals at sustainable levels as well as to source only material of animal origin that stem from legal sources.
3. 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.

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Animal Sourcing Principles

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

4. 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.
5. 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.
6. 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

7. As a means 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.
8. We will commit to implementing appropriate guidelines, procedures, and resources to uphold these Principles.
9. 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.

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ANIMAL FIBRES

LEATHER

Leather goods are the foundation of our business and comprise over 90% of our collection. We are committed to transparency, regeneration, 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 Turkey 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.

We are also committed to the use of a regenerative farming model across our entire 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.

By 2030 we are aiming for all our leather suppliers to adhere to such a transformative sourcing and production model.

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, we made the decision to stop using exotic leathers in our collections.

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.