

MESSAGE

Appendix 6: Ethical and Responsible Sourcing Requirements

Background

For MESSAGE, it is part of our company values that we source our products with a high sense of ethics when it comes to the people and the environment involved. Be it at the farmer, the stitching factory, or our warehouse. Therefore, we ask the suppliers working with MESSAGE to commit to the following Sourcing Requirements.

We expect all suppliers to abstain from trading with partners that have activities in countries where a trade boycott is imposed by the UN.

Ethical sourcing - prohibited

Below we have gathered an overview of actions and activities that our suppliers must make sure to comply with. They are not mandatory but required. The list has been conducted to ensure that we avoid any of the well-known risks related to human life and the environment.

Sandblasting

There is a great risk to human life involved in the process of sandblasting, we will not accept that our products be sandblasted under any circumstance. MESSAGE A/S commits to working with the supplier for alternative solutions. When you sign this document, you also accept not to use the process of sandblasting on any products delivered to MESSAGE A/S.

Sourcing from spinning mills with Sumangali Scheme

Suppliers will not source from spinning mills supporting "Sumangali schemes" and similar forms of bonded- or child labour.

Refugee workers in Turkey

Suppliers will ensure that Syrian refugee workers have a temporary working permit and/or assist them in applying for one. Suppliers will help to ensure that Syrian refugee workers are not exploited in our supply chain.

Sourcing cotton from Turkmenistan

To limit the risk that the cotton used in our products come from areas that do not respect Human Rights and the Right of the Child, we cannot allow sourcing of cotton from these countries.

Our commitment to using more sustainably sourced fibres

Our planet is under pressure, especially in terms of the availability of natural resources. Some of those resources are used in the making of textile. As a textile company, we are very dependent

on these resources. Therefore, we have a responsibility to support the growth, production and use of more sustainable fibres that contributes to a more sustainable development. Our ambition is to increase the share of more sustainable fibres in our production. We ask that you support us in this work and encourage you to source and use the fibres listed below.

Fibres we wish to increase our use of:

- Organic fibres (e.g., GOTS or OCS certified)
- In-conversion cotton (e.g., GOTS or OCS certified)
- Recycled cotton (e.g. GRS or RCS certified)
- Better Cotton
- Recycled fibres (e.g., GRS, RCS)
- Responsibly produced cellulose fibers (TENCEL™ Lyocell, TENCEL™ Modal, LENZING™ ECOVERO™ Viscose)

NB. This document is updated regularly when/if we become aware of more supply chain issues that needs to be banned or where compliance should be ensured. When you sign this document, you also sign any updates we might have in the future. We will send the update to you, and if you have any disagreement or questions to the update, you are more than welcome to contact us.

This document is an addition to MESSAGE A/S Code of Conduct, not a replacement.