

MANGO

California Transparency in Supply Chains Act

California Transparency in Supply Chains Act - 2026 MANGO Statement

This document has been prepared in accordance with the California Transparency in Supply Chains Act, enacted by Senate Bill No. 657. It sets out the steps taken by Mango to control business operations along the supply chain which shows the commitment to tackling forced labour and modern slavery, to minimize risks and to promote positive impacts. This statement constitutes the Mango Group Modern Slavery Statement for the Financial Year 2025 and refers to both MANGO MNG S.A. and its subsidiaries.

1. Organizational structure, business and supply chain

MANGO MNG, S.A. is the parent company of a group of companies with design and creativity at the core of its business model and a strategy based on constant innovation, the pursuit of sustainability, and an ecosystem of channels and partners that have led it to become one of the leading groups in the global fashion industry and one

of the most significant companies in the sector by the number of countries in which it operates. The principal purpose of the business is the design, manufacture, distribution and marketing of clothing and accessories, as well as other categories such as decoration and homewear. Although MANGO was created with a focus on Woman's fashion, the company has developed other business lines including Man, Kids, Teen, and Home. MANGO was founded in 1984 by Isak Andic and opened its first store on Passeig de Gracia in Barcelona before beginning the international expansion of the company. Following the passing of Isak Andic in December 2024, in January 2025, the Board of Directors of Punto Fa S.L., the company that encompasses MANGO's business, unanimously approved the appointment of the former CEO of the company, Toni Ruiz, as President. MANGO continues to be a family business whose top executive body is the Steering Committee, made up of eleven members who represent and manage key areas of the company.

MANGO sells its products in more than 120 markets through company stores (935), franchises

(1996), and its online channel. The company gathers a team of over 18.000 employees around the world and facilitates stakeholder engagement through multiple digital marketplaces and external channels.

MANGO continues its commitment with transparency as it is key to building strong relationships and to continuously improving the performance of the supply chain. In 2025, MANGO worked with more than 400 suppliers. In terms of production volume, the main supplier market for MANGO continues to be China, followed by Bangladesh, Cambodia, and Vietnam. Moreover, the company has continued to advance in the traceability of its value chain, collaborating with over 2.707 factories and contributing to the employment of more than 1 million people in 35 countries. Since 2022, MANGO has published its factory list on its corporate website and [Open Supply Hub \(OSH\)](#).

For MANGO the value chain encompasses all the steps involved in delivering MANGO products to customers. This includes everything from the initial design concept and selecting and obtaining

materials, to the processes of making, distributing, selling, and using the products. It also involves what happens throughout the lifecycle of its products from creation to end-of-life.

More information about the organizational structure and group relationships is available on MANGO's corporative website and annual sustainability report 2025 that can be found [here](#).

2. Organizational policies

MANGO is committed to respecting human rights and fundamental freedoms throughout its value chain to guarantee their enjoyment and ensure the well-being of all workers and their communities. Through its Human Rights Policy, published in 2024, MANGO supports and develops its commitment to the UN Guiding Principles (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct by assuming responsibility for respecting and promoting human rights and for ensuring access to effective remediation mechanisms in the event of any negative impact.

All MANGO's business partners accept and undertake to comply with MANGO's sustainability policies. The Human Rights Policy along with the Code of Ethics and the Code of Conduct or Product Suppliers and Manufacturers (hereinafter, Code of Conduct) strengthens MANGO's commitment to eliminate forced and child labour in all of its forms in accordance with the Universal Declaration of Human Rights and the ILO Conventions.

In 2024, as part of the implementation of the due diligence on human rights, MANGO started developing specific protocols to address the risks faced by vulnerable groups, such a Migrant Worker Protocol with the aim of establishing a guide for action that considers the vulnerabilities faced by migrant workers and to demonstrate its commitment to eliminating discrimination and forced or compulsory labour, including modern slavery or human trafficking. In 2025, MANGO began implementing the Protocol, initially sharing it with suppliers and subsequently organizing dedicated webinars in different languages. The Protocol will be monitored through specific audits across diffe-

rent factories, and action plans will be developed and implemented accordingly.

MANGO promotes the implementation of and requires its business partners to adopt effective and accessible grievance mechanisms and its complaints channel, within its operations and along its value chain and uses its leverage to encourage suppliers and business partners to actively participate in remediation processes.

3. Risk assessment

MANGO works on an impact, risk and opportunities approach, with the aim of guaranteeing ethical and responsible business conduct within the organization as it is a key issue. MANGO is committed to its responsibility to identify and assess actual or potential adverse human rights impacts with which it may be involved, as the starting point for determining appropriate action plans to prevent and mitigate adverse human rights impacts or remediate, if needed.

According to the ILO, the OECD, the International Organization for Migration (IOM), and UNICEF, forced labour and modern slavery remain critical concerns within global manufacturing supply chains.

Being conscious of its key role in the private sector, in 2024, MANGO conducted its first double materiality analysis, strengthening its commitment to transparency and sustainability. This approach provides a structured framework to determine the sustainability topics that are most relevant to both the company and its stakeholders. One of the most significant topics identified was the well-being, rights, and working conditions of supply chain workers.

In 2024, MANGO carried out its first exercise to identify and analyse salient human rights issues, which was subsequently updated in 2025 with the support of an external and independent consultancy specialised in the field. This update incorporated a deeper analysis of the value chain, a robust methodological review, and more extensive internal and external consultations. The assess-

ment highlighted that supply chain workers are the primary stakeholder group on which Human Rights Due Diligence (HRDD) efforts should be focused, with forced labour and child labour identified as key human rights risks within the supply chain. This exercise will be reviewed and updated periodically.

MANGO also utilizes reliable public risk sources as well as information provided by partner organizations to support its due diligence process. These sources, which include forced labour indicators, enable MANGO to identify, assess, and mitigate potential risks across its supply chain in a consistent and informed manner. They include amfori Insights, forced labour indicators from Sedex, which are warning signs identified through SMETA supplier audits that help detect potential forced labour risks and child labour indicators from The Centre for Child Rights and Business. Moreover, MANGO conducts country specific risk analysis with expert third parties to better understand and manage these risks in the supply chain of specific countries where the company operates. In 2024, MANGO carried out a Human

Rights Impact Assessment (HRIA) in Türkiye in collaboration with The Center for Child Rights and Business and in 2025 in Morocco, in collaboration with Anthesis Group. MANGO plans to expand these assessments to other countries and to implement concrete action plans to prevent, mitigate or remediate the risks and impacts identified.

3.1 Supply chain mapping and traceability

Traceability is an essential aspect of understanding the operational context and identifying the real and potential impacts on human rights. It allows tracking the journey of products throughout the entire supply chain, which is crucial for detecting and managing possible risks at each stage. This not only facilitates the early identification of potential human rights violations but also the implementation of corrective and preventive actions.

Each season, product suppliers declare the production factories they use on MANGO's traceability platform. In 2024, MANGO began working with the Textile Genesis platform, which, after its full

implementation in the upcoming years, will become the company's main product traceability tool. The platform is enhancing the company's ability to track products, providing detailed transparency for each article from fibre to retail, and extending deeper knowledge into the supply chain to identify risks including forced labour.

3.2 ESG Evaluation of new production countries

Before potentially entering a new sourcing country, MANGO conducts an ESG risk assessment to identify potential social, environmental, governance, and operational risks. This evaluation assesses factors including human rights conditions, labour standards, the prevalence of forced and child labour, environmental regulatory frameworks, political stability, exposure to corruption, and sector-specific challenges.

The assessment is carried out each time MANGO considers expanding into a new production country. As such, it does not follow a fixed periodic schedule but is triggered by strategic expansion or sourcing diversification decisions. It is conduc-

ted through a cross-functional process involving the Social Impact, Environmental, Sourcing and Compliance teams, ensuring comprehensive and multidisciplinary analysis. The results of the assessment inform sourcing decisions, support the identification and implementation of appropriate mitigation measures where needed, and ensure alignment with MANGO’s responsible sourcing strategy.

4. Risk management and due diligence

MANGO adopts a HRDD approach that seeks to fulfil its responsibility as a business group to respect human rights. This process aims to identify, prevent, mitigate, remedy, monitor and communicate potential or actual human rights impacts that may arise from business operations.

MANGO is aware that it is within its supply chain where the highest risks on human rights are. Because of that, MANGO is consistently managing, monitoring and reporting on worker related hu-

man rights' risks. The company is committed to respect human rights, and it expects the same from the business partners in its supply chain. Before starting a business relationship with the company, all product suppliers and manufacturers accept and commit to complying with all the points specified in the Code of Conduct, which is attached to the contract signed when starting the business relationship. This Code of Conduct includes the prohibition of forced or compulsory labour in any form and rejects any practice of modern slavery or human trafficking.

Sourcing, Sustainability and Quality departments work together to evaluate the production centres proposed by suppliers before any order confirmation. This ensures that all the actors involved in the production process meet MANGO's sustainability and quality requirements. To prevent and mitigate the risk of forced labour in all its forms within MANGO's value chain, as well as other adverse human rights impacts affecting individuals, all finished product factories must have a valid

social audit conducted by a third party at the time of production.

Finally, MANGO's teams and representatives of the International Industrial Division of the CC.OO. trade union, affiliated with Industrial and Global Union (the international trade union federation), organize joint visits to selected factories to monitor and manage risks and social performance. Furthermore, MANGO always encourages suppliers to implement corrective measures in the production facilities. Corrective and Remedial Action Plans serve as a tool for suppliers to address and resolve the non-conformities identified during the audit process.

4.1 Grievance and remediation

Systemic issues such as modern slavery, forced labour, and child labour are deeply rooted in the manufacturing industry, and demand coordinated, multi-stakeholder responses.

MANGO has available multiple grievance and complaint channels to all individuals involved in

its operations and supply chain, including staff, supply chain workers, suppliers, and consumers. These channels are designed to address any non-compliance issues, establish necessary corrective actions, and ensure access to remedy. MANGO's Complaints Channel allows anyone associated with the company to easily report potential misconduct.

MANGO promotes within its supply chain the use of grievance initiatives such as the International Accord grievance mechanism, Müdem grievance mechanism or the amfori Speak for Change program, which provides workers in the supply chain with a platform to submit their complaints and access to remedy.

Additionally, since 2018, MANGO has maintained a Bilateral Agreement with the Spanish trade union CC.OO., through which it has direct access to information on potential supply chain impacts. MANGO also collaborates with organizations such as the Centre for Child Rights and Business

as part of the CRIB Working Group, enabling the company to share best practices, stay informed on the latest developments in child rights and human rights due diligence, and ensure a rapid response to cases of child labour. Both organizations have alert systems regarding modern slavery and child right violations. In these cases, the resolution of the issues is managed jointly between MANGO, potential stakeholders and these organizations. Since 2025, MANGO has published, in the Transparency section of its corporate website, the grievance mechanisms available in each production country.

5. Capacity building and training

To ensure human rights are respected, Sustainability and Sourcing teams conduct capacity building sessions both internally and externally. These sessions are designed to provide training for MANGO's staff, suppliers and production factories on human rights, decent working conditions and social risk management; and are essential to ensure that key actors in the value chain are aligned

ned with the company's values and committed to human rights and sustainability.

Since 2014, MANGO has been an active member of the Business and Human Rights Working Group within the Spanish network of the Global Compact. Through this initiative, MANGO's Sustainability teams have access to training on human rights issues, strengthen their expertise, and actively participate in different forums and events. Beginning in 2023, MANGO has been organizing the Vendor Summit, an annual event for suppliers that emphasizes the importance of collaboration in achieving a more responsible and sustainable future. In 2025, instead of being held in Barcelona, the event took place in China and Türkiye to be closer to key suppliers. Participants from across the global supply chain were invited based on geographic proximity. These events promote meaningful stakeholder engagement, featuring key discussions on sustainable supply chains, human rights, and strategies for adopting more responsible practices.

In 2025, as part of the action plan derived from the HRIA carried out in Türkiye in 2024, MANGO started its collaboration with Quizrr, a digital learning platform that offers training initiatives covering labour and human rights, responsible recruitment, and ethical employment practices.

The program was implemented across 44 factories in Türkiye, delivering capacity-building and Ethical Employment training to more than 6000 workers. This initiative includes efforts to raise awareness of and prevent forced labour, with the broader goal of improving working conditions and strengthening understanding of human rights. MANGO plans to extend this collaboration to additional factories and across other countries in its supply chain.

Additionally, as part of the implementation of the Supply Chain Migrant Worker Protocol, in 2025, MANGO organised four webinars with suppliers in different languages to disseminate the Protocol and provide training on the specific risks faced by migrant workers in the supply chain. The sessions also covered the prohibition of practices such as

withholding personal documents or advancing loans with unfair or hidden terms, which can contribute to debt bondage, forced labour and other forms of modern slavery.

6. Monitoring and evaluation

To ensure that MANGO complies with the highest ethical and sustainability standards, it periodically reviews, internally and externally, its strategy.

Sustainability and Sourcing teams monitor suppliers' social performance, as well as working conditions within their own factories and subcontractors. Social audits are the primary mechanism used to assess the social sustainability performance of direct suppliers and their alignment with the Code of Conduct. These audits help identify cases of forced labour and are mandatory for all final product manufacturing factories. MANGO only accepts unannounced or semi-announced audits, as these provide a more accurate reflection of actual working conditions. Fully announced audits are not accepted. MANGO is also progressing

toward extending this requirement to other supply chain tiers in the coming years.

Following the completion of social audits, results are evaluated and factories are rated using a methodology developed by the Sustainability department. This methodology categorizes factories according to their level of risk, performance, and degree of compliance. In addition, MANGO has established strict contractual sustainability requirements for business partners and monitors compliance through audits and Corrective Action Plans (CAPs). Furthermore, as part of the monitoring process, there are sustainability factors that affect the Sourcing Supplier Scorecard, a structured due diligence tool designed to systematically evaluate, monitor, and compare suppliers across a comprehensive set of performance criteria. It integrates social, environmental, quality, operational and commercial indicators to ensure a holistic assessment of supplier performance.

At the same time, MANGO tracks cases that arrive through the grievance channels, as well as the allegations it receives from international human

rights organizations. The Sustainability Department regularly reports to the Sustainability Committee, providing insights into the current status and proposing actions to adjust or implement the strategy as needed. Ultimately, the Sustainability Committee oversees all initiatives and is responsible for giving final approval to the strategy.

MANGO participates in sustainability rankings such as S&P CSA, BRM or Fashion Transparency Index to keep assessing its performance on sustainability and improving it. Results and detailed information concerning the state of human rights respect across MANGO's supply chain are available in the Sustainability Report published every year on the corporate website.

7. Further steps to address modern slavery

Recognizing the complexity of its supply chain and the heightened risks of modern slavery in its most remote stages of the production process, particularly during raw material extraction, MANGO is committed to focus on mapping upstream supply chains and increase traceability, narrowing

supply chain transparency through innovative technological traceability tools. Additionally, MANGO seeks to strengthen collaboration with suppliers and manufacturers to identify and manage risks and impacts more accurately.

MANGO will continue to build on its commitment to respecting fundamental human rights and ensuring decent working conditions by periodically reviewing its salient issues in human rights and expanding its human rights risk and impact assessments to additional countries across the value chain. This work will be carried out in close collaboration with industry partners and other key stakeholders. In raw material field production, we aim to strengthen human rights due diligence, partner and collaborate with multi-stakeholder initiatives to tackle systemic issues.

The company is aware that migrant workers constitute one of the groups more susceptible to harmful practices like modern slavery and other forms of exploitation. To address the challenges posed by current migration flows, the company

will implement an action plan for its Migrant Worker Protocol.

With the aim of improving social performance, MANGO will strengthen its actions regarding capacity building and raising awareness among various stakeholders. Special focus will be placed on supply chain workers by providing capacity building programs that encompass labour and human rights, responsible recruitment, and ethical employment practices. But also, capacity building of MANGO's internal teams on forced labour, responsible recruitment and responsible purchasing practices.

Finally, in support of the Global Agenda 2030, MANGO actively fosters alliances with key organizations to promote efficient and responsible supply chain management. Through these strategic partnerships, MANGO aims to align its operations and policies with the Sustainable Development Goals, particularly SDG 8, SDG 12, and SDG 17. This statement was prepared by MANGO and was approved by the Board of Directors as of June 2026.

More details and information about MANGO sustainable performance indicators, key figures, expansion, and financial status of the company can be found in the Sustainability Report 2025 available on: www.MANGOfashiongroup.com

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