

Maisons du Monde's Code of Conduct

The Maisons du Monde Code of Conduct has been written so that all suppliers providing goods or services for us understand and share with us the minimum standards of social practices expected from them.

Suppliers should convey this Code to their relevant employees and through their supply chain.

By having a business partnership with Maisons du Monde you recognize that you will maintain full compliance with applicable laws in your country. This prerequisite is essential to maintain our long-term interests.

THIS CODE OF CONDUCT IS THE MINIMUM TARGET TO BE REACHED BY WITH A STEPWISE APPROACH TO IMPROVE SOCIAL STANDARDS IN FACTORY.

What we expect of each other:

TRANSPARENCY	COMMITMENT
<p>Our communication will be truthful and sincere.</p> <p>All sites of production used for Maisons du Monde's products must be clearly communicated, whether they are internal or subcontracted.</p>	<p>Maisons du Monde expects total commitment from its suppliers to:</p> <ul style="list-style-type: none">- enforce the principles set out in this Code and- ensure that their employees and subcontractors fully understand and meet these requirements. <p>In return, Maisons du Monde will accompany you by providing tools and dedicated support.</p>

Our Relationship

We encourage you to work towards continuous improvement in factory and worksite standards. Suppliers are required to give Maisons du Monde full visibility of joint supply chains and to ensure that factories and worksites satisfy our standards with regards to labor and welfare conditions.

Health and Safety

We advise you to create an environment which is safe, healthy and secure for all your employees, customers, contractors and visitors and those in the surrounding community who may be affected by our activities.

Social Audit

- Under any circumstances, Maisons du Monde should reserve the right to carry out social audits (announce/semi-announced/unannounced) in your premises at any time. During initial phase this will be done in consultation with the factories in order to get the time to prepare properly.
- Once the social audit has been carried out, the supplier is expected to report on its corrective action plan in accordance with the deadlines and to send supporting documents.
- A follow-up audit will be carried out at the charge of the supplier whenever there are any critical non-compliances detected. Those critical non-compliances are listed at the end of this document, and shall be closed by the follow-up audit to maintain the business relationship with Maisons du Monde.

If you have any inquiry about our code of conduct, please send an email at csr-supplychain@maisonsdumonde.com

Maisons du Monde Code of Conduct



Maisons du Monde has joined the United Nations Global Compact initiative in January 2012 and is committed to helping its suppliers improve their working conditions.

First of all, we expect every supplier to comply with all national and local laws and regulations, including as regards labour, immigration, health and safety and environment.

And we also make sure that are respected:

- the principles of the Universal Declaration of Human Rights,
- the International Convention on the Rights of the Child,
- the United Nation Convention Against Corruption,
- as well as the ILO Conventions regarding child labour or forced labour, occupational health and safety,

discrimination and disciplinary practices, working hours and compensation.

The ethics code sets forth our fundamental expectations towards our suppliers. These principles constitute the minimum social and environmental compliances we expect from the suppliers manufacturing our products, as we want to guarantee our customers that the people who made them are treated decently regardless of the country where they work. Suppliers must comply with this Code of Conduct, which is non-negotiable.

1. Child Labour

The employment of children under 15 is prohibited, in accordance with the principles of the ILO, the United Nations Convention and national laws. The rights of young workers must be respected. Children under 18 years must not be required to perform dangerous or unpleasant tasks, and must not work at night or overtime.

2. Forced Labour

We shall not tolerate any form of forced labour or slavery, which violates fundamental human rights. The employer shall not withhold any part of any worker's salary, benefits, property, or documents in order to force such personnel to continue working for the company.

3. Discrimination

There shall be no discrimination with regard to sex, age, religion, race, caste, birth, social affiliation, sexual orientation, family responsibilities, family status, disability, ethnic and national origin, nationality, membership in workers' organizations including trade unions, political affiliation or opinion, or any other condition that may lead to discrimination.

4. Working Hours and Overtime

The employer shall comply with national laws and industry standards on working hours and public holidays. In all cases, the normal work week shall not exceed 48 hours and a maximum of 12 hours of overtime. All overtime work shall be done on a voluntary basis. Workers are entitled to have at least one day off per week and all other leaves provided by national law.

5. Remuneration

The employer must pay employees a wage that meets or exceeds the minimum required by local law. The employer must ensure that wages and other compensations, as well as social and tax deductions, are clearly explained in detail to employees, and that they are paid in accordance with all applicable laws and in a convenient manner to employees. All overtime shall be reimbursed at a premium rate as defined by national law and paid in a timely manner. Deductions from wages such as fines for disciplinary purposes are prohibited.

6. Freedom of Association

Employees must be free to join organizations of their choice. Employers must recognize and respect the right of employees to freedom of association and collective bargaining.

Name and title of signatory:

Supplier's name:

Date:

Signature and stamp:

7. Occupational Health and Safety

The employer must provide a safe and healthy working environment and must take precautions to prevent accidents and injuries that might affect the health of workers. Explicit health and safety regulations and procedures should be established and followed, especially concerning fire safety, individual and collective safety, hazardous handling and storage, first aid, hygiene and access to potable water. In addition, all employees must receive health and safety training in the workplace at regular interval.

8. Environment

Plants must use products tolerated by international standards and display the related material safety data sheets. Waste management and pollution prevention procedures (waste treatment, handling and disposal of chemicals and other hazardous substances, treatment of emissions and effluents) meet or exceed the minimum legal requirements. In addition, plants must gradually seek to minimize their environmental impacts.

9. Subcontractors and Traceability

The company shall provide the address of the manufacturing sites for each of our products. What's more, the company is requested to communicate this Code of Conduct to its subcontractors involved in the production process of the final manufacturing stages carried out on behalf of Maisons du Monde. In addition, the company shall provide visibility of its supply chain nodes to Maisons du Monde.

10. Management System and transparency

The company must define and implement a corporate social responsibility policy that ensures every requirement of the Code of Conduct can be met. This policy requires clear procedures to be written for each of the points and every action should be documented.

11. Corruption

The company shall commit to ban corruption in all its forms, including extortion and bribery, in the conduct of its business and proactively develop policies and concrete programs to address corruption internally and within its supply chains.

REPORT A VIOLATION

Violations of the Maisons du Monde code of conduct can be reported confidentially. If you are aware of an infringement of any article of this code, we encourage you to let us know, anonymously if you wish.

Email: csr-supplychain@maisonsdumonde.com

Website: <https://corporate.maisonsdumonde.com/en>

Telephone: + 33 (0)2 5171 1717

Chapter of Maisons du Monde Code of Conduct	CRITICAL non-compliances qualified by MDM if the answer to these questions are "No"
1. Child labour	Does the facility currently employ only workers above the age of 15 or the legal working age?
1. Child labour	Are working conditions (e.g., type of work, tasks, working hours) for young workers (under the age of 18) in accordance with local law?
2. Forced labour	Is there objective evidence that facility does not retain any document (e.g. passport, work permit, birth certification, official ID card, driver's license) without written agreement and without the possibility to recover them?
2. Forced labour	Does the facility avoid withholding wages during the employment relationship?
2. Forced labour	Is the facility free from any prisoner employment?
2. Forced labour	Are employees free from any form of harassment, mental, physical and/or verbal abuse, and corporal punishment?
2. Forced labour	Are disciplinary measures implemented by the facility legal and non-excessive (e.g. lock outs, forced days off)?
3. Discrimination	Are employees free from discrimination in terms of hiring, compensation, access to training, promotion, termination, or retirement ?
4. Working hours and overtime	Are the total number of hours (regular + overtime) less than 72h?
5. Remuneration	Is the legal minimum wage guaranteed to employees in accordance with local law?
5. Remuneration	Is overtime paid?
5. Remuneration	Is overtime paid at a legal premium rate, including for piece rate workers and for identified classification of employees or contractors?
5. Remuneration	Is the time and frequency of payment in accordance with local law?
7. Health and safety	Does the facility have non-expired documentation of compliance with building safety requirements?
7. Health and safety	Is there a secondary emergency exit on every floor of the facility?
7. Health and safety	Are emergency exits designated with visible signs?
7. Health and safety	Are emergency exits unobstructed and unlocked?
7. Health and safety	Are emergency exit paths, exits and stairs lit?
7. Health and safety	Is there a fire alarm present at the facility?
7. Health and safety	Are there fire extinguishers on every floor of the facility?
7. Health and safety	Does the facility conduct fire drills on a regular basis (if not defined by law, at least one by year) for all floors and shifts?
7. Health and safety	Are electrical panels, wires and outlets protected?
7. Health and safety in dormitories	Is the dormitory not located next to hazardous material storage or production building where hazardous work is performed?
10. Management System and transparency	Have all of the reviewed documents been found free from any manipulation or falsification?
10. Management System and transparency	Are labor contracts of migrant workers in accordance with local law?