

MALAIKARAISS

Code of Conduct

To our valued business partners,

At MALAIKARA**ISS**, we recognize the importance of responsible business practices throughout our operations and supply chain. We expect our suppliers, subcontractors, agents, and other business partners to conduct their activities with integrity, fairness, and respect for people, animals, and the environment.

This Code of Conduct outlines our expectations and requirements regarding human rights, labour standards, occupational health and safety, environmental practices, chemical management, anti-corruption, and animal welfare. It provides a framework for our business relationships and supports the identification and discussion of potential risks and areas for improvement.

We value long-term partnerships based on mutual respect, communication, and accountability. Our business partners are expected to comply with applicable laws and regulations and to implement the requirements outlined in this Code of Conduct within their own operations. We also expect them to communicate relevant requirements to their subcontractors and suppliers and to encourage their implementation throughout the supply chain.

Where concerns or instances of non-compliance are identified, we expect our partners to cooperate in assessing the situation and implementing appropriate corrective measures within a reasonable timeframe. MALAIKARA**ISS** may request relevant information or supporting documentation and discuss follow-up measures with the business partner concerned.

This Code of Conduct draws on internationally recognized principles and frameworks, including:

- The International Bill of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The United Nations Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- The OECD Due Diligence Guidance for Responsible Business Conduct
- The United Nations Convention against Corruption
- The Rio Declaration on Environment and Development
- The Ten Principles of the United Nations Global Compact

These frameworks inform our expectations concerning business conduct, human rights, environmental practices, and responsible sourcing. They do not replace the obligation to comply with applicable national and international legal requirements.

MALAIKARAISS reserves the right to introduce additional or more specific requirements relating to product safety, chemical management, material sourcing, and other relevant aspects of responsible business conduct, subject to applicable contractual arrangements.

We regard this Code of Conduct as a basis for ongoing dialogue and cooperation with our business partners and expect all parties involved to approach its implementation with diligence and accountability.

PRODUCT QUALITY, FUNCTIONALITY & LONGEVITY

At MALAIKARA**ISS**, product quality, functionality, and longevity are central considerations in our design and development processes. We focus on creating garments that combine carefully selected materials, considered construction, and attention to durability and long-term wearability.

Maintaining consistent quality requires collaboration throughout the design, development, and manufacturing stages. We therefore expect our manufacturing partners to follow agreed product specifications, quality requirements, and applicable safety standards, while communicating any concerns that may affect product performance or durability.

We recognize that implementing the requirements outlined in this Code of Conduct may require time, resources, and ongoing adjustments. We value our partners' willingness to review existing practices, address identified concerns, and work towards continuous improvement in areas including human rights, labour conditions, environmental management, anti-corruption, and animal welfare.

Through open communication and constructive cooperation, we aim to maintain long-term business relationships based on mutual understanding, accountability, and shared expectations.

Please refer to the accompanying Code of Conduct for further information on the specific requirements applicable to our business partners. Should you have any questions regarding this document or its implementation, please do not hesitate to contact us.

Kind regards,

Malaika Raiss
Founder & CEO
MALAIKARA**ISS**

DUE DILIGENCE REQUIREMENTS

Internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct, provide guidance on identifying, preventing, mitigating, and addressing adverse impacts associated with business activities and relationships.

Due diligence is understood as an ongoing, risk-based process that considers actual and potential impacts on people, working conditions, and the environment throughout relevant business operations and supply chain relationships. The scope and extent of due diligence measures should reflect the nature of the activities, the severity and likelihood of identified risks, and the company's ability to address them.

We expect our business partners to establish and maintain appropriate policies and procedures in areas relevant to their operations, including occupational health and safety, labour standards, environmental management, chemical handling, and anti-corruption. These requirements should be communicated to relevant employees and, where applicable, subcontractors and other business partners.

Business partners are expected to identify and assess relevant risks, implement proportionate preventive measures, and address identified concerns through appropriate corrective actions. Where adverse impacts occur, partners should cooperate in implementing or supporting suitable remediation measures, taking into account their involvement and applicable legal obligations.

The requirements outlined in this Code of Conduct are organized into four thematic areas:

1. HUMAN & LABOUR RIGHTS

Requirements relating to fundamental human rights, fair working conditions, occupational health and safety, and the prevention of discrimination, forced labour, and child labour.

2. ENVIRONMENT & CLIMATE

Requirements concerning environmental management, resource use, chemical handling, waste management, and compliance with applicable environmental regulations.

3. ANTI-CORRUPTION

Requirements concerning ethical business conduct, the prevention of bribery and corruption, and compliance with applicable anti-corruption legislation.

4. ANIMAL WELFARE

Requirements concerning the sourcing and handling of animal-derived materials, with consideration for applicable animal welfare legislation and relevant sourcing standards.

These requirements establish the minimum expectations **MALAIKARAISS** communicates to its business partners. Depending on the nature of the business relationship, applicable legislation, and identified risks, additional measures or more specific requirements may be necessary.

HUMAN & LABOUR RIGHTS

1. CHILD LABOUR & YOUNG WORKERS

Suppliers must not employ children below the age of 15 or the applicable national minimum working age, whichever is higher. Where compulsory education extends beyond this age, the relevant legal requirements must be respected.

Workers under the age of 18 must be protected from hazardous work, night shifts, excessive working hours, and any activities that may compromise their health, safety, education, or physical and psychological development. All applicable legal requirements concerning young workers must be observed.

If child labour is identified, the supplier must immediately take appropriate measures to protect the child and prevent further exposure to harmful working conditions. **MALAIKARAISS** must be informed within 24 hours of the discovery.

The supplier must cooperate in developing and implementing an appropriate remediation plan that prioritizes the child's best interests, access to education, and long-term well-being. Remediation measures must avoid placing the child or their family at further risk.

2. FORCED LABOUR

All employment must be freely chosen. Suppliers must not engage in, facilitate, or tolerate any form of forced labour, bonded labour, debt bondage, slavery, servitude, or human trafficking.

Workers must not be required to pay recruitment fees or provide financial deposits as a condition of employment. Suppliers must not retain workers' passports, identity documents, or other personal documentation against their will.

Wages and legally entitled benefits must not be withheld as a means of coercion. Workers must be free to leave their employment in accordance with applicable law and reasonable contractual notice requirements.

Overtime must not be imposed through threats, intimidation, or other forms of coercion.

3. EMPLOYMENT CONDITIONS

Suppliers must comply with applicable employment, labour, and social security legislation and must not use temporary contracts, subcontracting arrangements, or other forms of employment to circumvent legal obligations towards workers.

All workers, including temporary, seasonal, and agency workers, must receive clear information about their employment conditions in a language they understand.

Employment terms must be documented in writing and include relevant information on wages, working hours, benefits, job responsibilities, and termination conditions, in accordance with applicable law.

Suppliers must maintain appropriate employment records and ensure that workers receive the protections and benefits to which they are legally entitled.

4. DISCRIMINATION & HARASSMENT

Suppliers must provide equal treatment and must not engage in or tolerate discrimination in recruitment, employment, remuneration, training, promotion, disciplinary procedures, or termination.

Employment decisions must be based on relevant qualifications, competencies, and job-related requirements, without discrimination on grounds such as gender, gender identity, pregnancy, marital or parental status, age, race, colour, ethnicity, caste, nationality, religion, political opinion, trade union membership, sexual orientation, disability, or other characteristics protected by applicable law.

All workers must be treated with dignity and respect. Suppliers must prohibit physical, sexual, psychological, and verbal harassment, bullying, intimidation, violence, threats, and corporal punishment.

Suppliers must establish appropriate procedures for reporting and addressing discrimination and harassment. Workers must be able to raise concerns without fear of retaliation, and reported incidents must be handled fairly and confidentially, to the extent possible.

Particular attention must be given to preventing gender-based violence and harassment, including risks that may disproportionately affect women and other vulnerable workers.

5. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Suppliers must respect workers' rights to freedom of association, to form and join trade unions of their choosing, and to engage in collective bargaining in accordance with applicable law and internationally recognized labour principles.

Workers and their representatives must not face discrimination, intimidation, dismissal, or other retaliation for exercising these rights.

Suppliers must respect the independence of workers' organizations and must not interfere with their lawful activities.

Where national legislation restricts freedom of association or collective bargaining, suppliers must not obstruct lawful alternative forms of independent worker representation and dialogue.

Suppliers must provide appropriate channels through which workers can communicate concerns, raise grievances, and participate in discussions relating to their working conditions.

6. WORKING HOURS & LEAVE

Suppliers must comply with applicable laws, collective bargaining agreements, and relevant industry standards concerning working hours, overtime, and rest periods. Regular working hours must not exceed 48 hours per week, excluding overtime.

Overtime must be voluntary, must not be requested on a regular basis, and must not exceed 12 hours per week. Total working hours must remain within applicable legal limits. Where national legislation or collective agreements establish stricter requirements, these must be followed.

Workers must receive at least one day of rest in every seven-day period, as well as paid annual leave in accordance with applicable law.

Suppliers must provide legally required maternity, parental, and sick leave, together with any other statutory leave entitlements. Workers must not be subjected to discrimination or retaliation for exercising these rights.

7. WAGES & BENEFITS

Suppliers must pay wages that meet or exceed the applicable legal minimum wage, collectively agreed wage rates, or binding industry standards, whichever is higher.

Wages must be paid regularly, in full, and on time. Workers must receive clear information about their compensation, including wage calculations, deductions, and overtime payments.

MALAIKARAISS expects suppliers to work towards compensation that supports workers in meeting their basic needs and those of their dependants, with some discretionary income, within regular working hours.

All overtime must be compensated in accordance with applicable law and collective agreements. Where no higher legal or collectively agreed rate applies, suppliers are expected to provide an overtime premium of at least 125% of the regular hourly wage.

Wage deductions must only be made where permitted by applicable law or collective agreements. Deductions must not be used as disciplinary measures.

Suppliers must provide all legally required social security contributions, benefits, and employment-related entitlements.

8. OCCUPATIONAL HEALTH & SAFETY

Suppliers must provide and maintain a safe, healthy, and hygienic working environment for all workers, in accordance with applicable occupational health and safety legislation.

Appropriate preventive measures must be implemented to identify workplace hazards, reduce risks, and prevent accidents, injuries, and work-related illnesses. These measures must reflect the nature, size, and specific risks of the supplier's operations.

At a minimum, suppliers must ensure the following:

- Health & Safety Responsibility: Designation of responsible personnel or management representatives for occupational health and safety.
- Risk Assessment & Incident Management: Appropriate procedures for identifying workplace hazards, assessing risks, documenting incidents, and implementing corrective measures.
- Training & Emergency Preparedness: Relevant health and safety training, including fire prevention, emergency procedures, and the safe handling of hazardous substances and chemicals where applicable.

- **Personal Protective Equipment:** Provision of suitable personal protective equipment (PPE), free of charge, in appropriate condition, together with instructions and training on its correct use.
- **Workplace Facilities & Hygiene:** Safe and hygienic working areas, sanitary facilities, changing rooms, rest areas, canteens, and employer-provided accommodation, where applicable.
- **Water & Sanitation:** Access to safe drinking water and appropriate sanitary facilities throughout working hours.
- **Building & Fire Safety:** Maintenance of safe buildings, unobstructed emergency exits, appropriate fire safety equipment, and relevant building permits and safety documentation.
- **Electrical Safety:** Installation, inspection, and maintenance of electrical systems by appropriately qualified personnel.
- **Gender-Sensitive Protection:** Consideration of workplace risks and health and safety needs that may affect workers differently, including risks related to pregnancy, gender-based harassment, and access to appropriate sanitary facilities.

Suppliers must review occupational health and safety measures as necessary and take appropriate corrective action when hazards or deficiencies are identified.

ENVIRONMENT & CLIMATE

1. GENERAL ENVIRONMENTAL REQUIREMENTS

Suppliers must comply with all applicable environmental laws and regulations relevant to their operations, including requirements concerning emissions, water use, wastewater, waste management, and hazardous substances.

All necessary environmental permits, licenses, and registrations must be obtained, maintained, and made available for review upon reasonable request.

Suppliers must identify relevant environmental risks associated with their activities and implement appropriate measures to prevent, reduce, and address adverse environmental impacts. Environmental management procedures must reflect the nature, scale, and potential impacts of their operations.

Suppliers are expected to communicate relevant environmental requirements to their subcontractors and business partners and to encourage their implementation throughout the supply chain.

2. CHEMICAL MANAGEMENT & PRODUCT SAFETY

Suppliers must comply with all applicable legislation concerning the use, handling, storage, transportation, and disposal of chemicals and hazardous substances.

For products and materials supplied to MALAIKARA**ISS**, relevant requirements include:

- Regulation (EC) No 1907/2006 (REACH), including applicable restrictions under Annex XVII and subsequent amendments.
- Applicable obligations concerning substances included on the REACH Candidate List of Substances of Very High Concern (SVHC).
- Relevant chemical and product safety requirements in the countries where the products are manufactured, distributed, or placed on the market.

Suppliers must remain informed of relevant regulatory updates and ensure that supplied materials, components, and finished products meet applicable chemical restrictions.

Where a Candidate List substance is present in an article at a concentration above 0.1% by weight, suppliers must inform MALAIKARA**ISS** and provide the information necessary to fulfil applicable communication and regulatory obligations.

MALAIKARA**ISS** may establish additional substance restrictions or reporting requirements through its Restricted Substances List (RSL), product specifications, or other contractual documentation.

Suppliers must maintain appropriate chemical inventories and up-to-date Safety Data Sheets (SDS) where required. Chemicals must be clearly identified, safely stored, and handled by appropriately trained personnel.

For the purpose of applicable REACH requirements, individual components of a complex product may qualify as separate articles and must be assessed accordingly.

3. WATER RESOURCES & WASTEWATER

Suppliers must comply with all applicable requirements concerning water withdrawal, water quality, wastewater treatment, and discharge.

Where production processes generate wastewater, suppliers must ensure that it is managed and treated in accordance with applicable legal requirements and relevant discharge limits.

Suppliers should monitor water consumption and identify opportunities to improve water efficiency, particularly in water-intensive processes such as dyeing, washing, and textile finishing.

Where relevant, suppliers should consider local water availability and potential water-related risks when reviewing their production practices.

4. AIR QUALITY, ENERGY & CLIMATE

Suppliers must comply with applicable regulations concerning air emissions, including emissions of pollutants, dust, and odours, as well as relevant noise limits.

Suppliers should identify opportunities to improve energy efficiency and reduce greenhouse gas emissions associated with their operations, with particular attention to energy-intensive production processes.

Where feasible, suppliers are encouraged to evaluate renewable energy options and develop appropriate methods for monitoring energy consumption and greenhouse gas emissions.

Any environmental or climate-related performance claims communicated to MALAIKARA**RAISS** must be supported by relevant and verifiable information.

5. WASTE MANAGEMENT & RESOURCE USE

Suppliers must manage, store, transport, and dispose of waste in accordance with applicable legal requirements.

Hazardous waste must be identified, separated, and handled by appropriately authorized service providers where legally required.

Suppliers should implement measures to prevent unnecessary waste, improve material efficiency, and facilitate appropriate reuse or recycling of production materials where technically feasible.

Waste management practices should take into account the type of materials used, available treatment infrastructure, and relevant health and environmental requirements.

ANTI-CORRUPTION

1. ETHICAL BUSINESS CONDUCT

Suppliers must conduct their business activities with integrity and comply with all applicable anti-corruption and anti-bribery legislation.

Bribery, extortion, kickbacks, facilitation payments, and other forms of improper influence are prohibited, whether carried out directly or through intermediaries.

Suppliers must not offer, promise, give, request, or accept any improper financial or non-financial advantage intended to influence a business decision or obtain preferential treatment.

2. PREVENTION & ACCOUNTABILITY

Suppliers must implement appropriate measures to prevent, identify, and address corruption risks within their operations, taking into account the nature and scale of their business activities.

Relevant employees and representatives must be informed of applicable anti-corruption requirements.

Suppliers must cooperate in the investigation and resolution of suspected violations relating to their business relationship with MALAIKARA**RAISS**.

Serious or repeated violations of these requirements may result in corrective measures, suspension, or termination of the business relationship, subject to applicable law and contractual arrangements.

ANIMAL WELFARE

1. GENERAL ANIMAL WELFARE REQUIREMENTS

Suppliers must comply with all applicable animal welfare legislation and relevant requirements concerning the sourcing and processing of animal-derived materials.

MALAIKARA**ISS** expects suppliers to consider animal welfare throughout the relevant stages of their supply chains and to take appropriate measures to identify and address risks associated with the treatment, handling, and husbandry of animals.

Our approach is informed by the Five Freedoms of Animal Welfare, as recognized by the World Organisation for Animal Health (WOAH). These principles address access to food and water, appropriate living conditions, prevention and treatment of injury and disease, opportunities to express natural behaviour, and protection from unnecessary fear and distress.

Suppliers must not knowingly source materials associated with prohibited animal welfare practices or practices that conflict with the specific material requirements outlined below.

Where animal-derived materials are used, suppliers must provide relevant information on material origin and sourcing practices upon request. Recognized certifications, such as the Responsible Wool Standard (RWS), may be used to support verification of specific sourcing and animal welfare requirements.

2. FUR

MALAIKARA**ISS** does not use animal fur or synthetic fur alternatives in its collections.

Suppliers must not provide materials containing animal fur or fur-like alternatives for MALAIKARA**ISS** products.

3. ANIMAL HAIR

MALAIKARA**ISS** does not accept the use of angora rabbit hair in its collections.

Mohair may only be considered where suppliers can provide relevant documentation concerning its origin and applicable animal welfare practices.

Suppliers must disclose the use of animal hair fibres and provide supporting sourcing information upon request.

4. WOOL

MALAIKARA**ISS** does not accept wool sourced from sheep subjected to mulesing.

Suppliers must ensure that wool supplied for MALAIKARA**ISS** products meets this requirement and must provide relevant sourcing documentation upon request.

Recognized standards, including the Responsible Wool Standard (RWS), may be used to support verification where applicable.

5. LEATHER & SHEARLING

MALAIKARA**ISS** has discontinued the use of animal leather in its collections.

Suppliers must not use animal leather or shearling in materials or products supplied to MALAIKARA**ISS**.

6. EXOTIC SKINS

MALAIKARA**ISS** does not accept exotic skins or skins derived from wild animals.

This includes, but is not limited to, skins from snakes, crocodiles, alligators, lizards, ostriches, emus, and kangaroos.

Suppliers must not incorporate these materials into MALAIKARA**ISS** products.

7. DOWN & FEATHERS

MALAIKARA**ISS** does not use down or feathers in its collections.

Suppliers must not incorporate down, feathers, or feather-derived filling materials into products supplied to MALAIKARA**ISS**.

GRIEVANCE MECHANISMS

Suppliers must provide appropriate channels through which workers and other relevant stakeholders can raise concerns regarding potential or actual violations of this Code of Conduct, including matters relating to human and labour rights, environmental practices, anti-corruption, and animal welfare.

Grievance mechanisms must be accessible to all workers, including temporary, seasonal, and agency workers, and must be appropriate to the size, structure, and risks of the supplier's operations.

Suppliers must ensure that workers are informed about available reporting channels and that concerns are handled impartially, confidentially to the extent possible, and within a reasonable timeframe. Workers and other individuals raising concerns in good faith must be protected from retaliation.

In addition to supplier-level grievance mechanisms, MALAIKARA**ISS** provides a direct contact channel through which workers and other stakeholders may report concerns relating to its supply chain.

Grievance Contact: office@malaikaraiss.com

Suppliers must communicate this contact information to their workers and make it accessible within their facilities or through existing internal communication channels.

MALAIKARA**ISS** will review concerns received through this channel and consider appropriate follow-up measures based on the nature and circumstances of the report.

Information will be handled with due regard for confidentiality, data protection, and the safety of individuals involved.

COLLABORATION & MONITORING

MALAIKARA**ISS** values open communication and constructive cooperation with its suppliers regarding the requirements of this Code of Conduct.

Suppliers must disclose all production facilities and subcontractors involved in manufacturing products for MALAIKARA**ISS**. Subcontracting of production activities requires prior written approval from MALAIKARA**ISS**.

Approved subcontractors must be informed of the applicable requirements of this Code of Conduct, and suppliers remain responsible for communicating and supporting their implementation.

Unauthorized subcontracting or the deliberate concealment of production facilities constitutes a serious violation of this Code of Conduct and may result in suspension or termination of the business relationship.

MALAIKARA**ISS** may review supplier compliance through relevant documentation, supplier self-assessments, direct communication, site visits, or independent third-party assessments, depending on identified risks and the nature of the business relationship.

Where appropriate and subject to applicable legal and contractual requirements, suppliers must cooperate with reasonable requests for access to relevant production facilities, documentation, and personnel.

Where concerns or instances of non-compliance are identified, suppliers must cooperate in establishing and implementing corrective action plans within agreed timeframes.

MALAIKARA**ISS** may request supporting documentation or follow-up assessments to evaluate the implementation of corrective measures.

We recognize that responsible business practices require ongoing attention and improvement. Our approach prioritizes constructive dialogue, accountability, and the willingness of suppliers to address identified risks and deficiencies.

SCOPE OF APPLICATION

This Code of Conduct applies to suppliers, manufacturers, subcontractors, agents, and other business partners involved in the development, sourcing, and production of goods for MALAIKARA**ISS**, to the extent agreed within the respective business relationship.

Suppliers must communicate relevant requirements of this Code of Conduct to their own suppliers and subcontractors involved in MALAIKARA**ISS** production.

As part of this responsibility, suppliers are expected to:

- Inform relevant business partners and subcontractors of the applicable standards and requirements.

- Take reasonable steps to identify and address potential risks within their relevant supply chain relationships.
- Cooperate with MALAIKARA**ISS** in reviewing concerns or identified violations.
- Use their available influence to encourage appropriate corrective measures where adverse impacts are identified.
- Provide relevant information and supporting documentation upon reasonable request.

Suppliers are responsible for ensuring that production activities assigned to their approved subcontractors are conducted in accordance with the applicable requirements of this Code of Conduct.

Where non-compliance is identified, MALAIKARA**ISS** will consider the nature and severity of the issue, the supplier's cooperation, and the effectiveness of proposed corrective measures when determining appropriate follow-up actions.

Serious violations, repeated non-compliance, deliberate concealment of relevant information, or failure to implement agreed corrective measures may result in suspension or termination of the business relationship, subject to applicable contractual arrangements.

We expect our business partners to approach these requirements with diligence, transparency, and a commitment to continuous improvement.

Where a supplier demonstrates a continued unwillingness to address identified concerns, cooperate in corrective measures, or meet the requirements of this Code of Conduct, MALAIKARA**ISS** reserves the right to suspend or terminate the business relationship, subject to applicable contractual arrangements.

Signature

Berlin, 20.10.2026

MALAIKARA**ISS**

(Supplier sign.)