

CODE OF CONDUCT

At Matterhorn we respect that the legal standards set by different countries as well as international organizations with regard to human rights are important for both customers and suppliers. Matterhorn takes responsibility for its operations in Asia and we make our ethical and moral standpoints clear at all times as we realize the effect they have on our long-term business development. Our code of conduct applies in all factories involved with the manufacture of our products. While being aware of the different legal and cultural conditions for factories at different locations, the Code of Conduct states the basic standards that all factories have to conform to if they want to do business with Matterhorn. The Code of Conduct is an agreement that Matterhorn suppliers are obliged to enter into and follow. It states that the suppliers must work according to the law and also allow regular controls of conditions and data at their factories.

THE CODE OF CONDUCT CONTAINS:

- Employment is freely chosen (i.e. No forced labour)
- There is no discrimination of employment.
- Child labour is prohibited
- Freedom of association
- Minimum salaries are guaranteed
- Working hours are not excessive
- Decent working conditions (Hygiene, health etc.)

THE ENVIRONMENTAL ASPECT

Production has an enormous impact on the environment, therefore we work closely with our suppliers to enforce the restrictions decided on in the European Textile Importers Chemical Guide and our Code of Conduct contains these restrictions. Our suppliers must insure that their suppliers strive to decrease the use of virgin raw material, the discharge of unnatural materials, waste, air-pollution and the consumption of energy and fresh water. Matterhorn has purchase and production partners in China and Bangladesh. These partners ensure that the suppliers live up to Matterhorn's demands when it comes to quality and the environment. Our partners send production samples to independent institutions, such as I.T.S. and S.G.S., to make sure that the products do not contain any forbidden material. Matterhorn makes continuous efforts towards improving environmental effects in its production.

WORKING ENVIRONMENT

For Matterhorn the working conditions and treatment of employees by our suppliers is included in the term environment. Our production partner personnel perform continuous checks to ensure, for example, that no products are made by child workers. Matterhorn's suppliers have signed an agreement that no children are employed in the production process, in accordance with the United Nations Conventions on Rights of the Child*. Our purchasing department makes active efforts to ensure satisfactory working conditions in the factories with which we do business. Although our partners make extensive checks, it is difficult to guarantee that working conditions are always satisfactory. Spot-checks are made to ensure that no children are involved in the production.

* United Nations Convention on the Rights of the Child, article 32:1, states: "...Parties recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or psychological, mental, moral, spiritual or social development."



Matterhorn has received a certificate of environmental approval from Alingsås Local Authority.

In order to receive this certification a company has to have an approved environmental management system that must adhere to strict criteria.

An Environmental Management System denotes that the company has: an accepted environmental policy, an environmental agenda with specific goals, an environmental officer, written routines for environmental controls for purchases, routines for informing all personnel about the company's environmental work, rendered accounts for all chemical usage and that all personnel have received at least four hours of instruction in environmental concerns.

A company can receive a certification only if at least 75 % of the criteria in an appointed checklist are fulfilled. The suggested measures in the checklist have positive effects on the environment and are practical. The areas covered by the checklist are as follows: Environmental Management, Premises, Personnel, Offices, Waste Management, Transport and Chemical Usage.