

Modern Slavery and Human Trafficking Statement 2024

This annual Modern Slavery and Human Trafficking Statement describes the steps Marimekko is taking to prevent modern slavery in its operations and supply chains, in accordance with the United Kingdom's Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018. The statement covers the global operations and supply chains of Marimekko Corporation and its subsidiaries during the financial year ended on 31 December 2024. The statement also provides information relevant to the requirements of the Norwegian Transparency Act (Åpenhetsloven).

Marimekko's business and supply chains

Marimekko Corporation is a Finnish clothing and textile design company. Marimekko and its subsidiaries form a group that designs, sources, sells and markets clothing, bags and accessories as well as home décor items ranging from textiles to tableware.

Marimekko's key markets are Northern Europe, the Asia-Pacific region and North America. The business model is based on a variety of distribution channels, which include company-owned Marimekko stores, outlet stores and e-commerce (retail), partner-owned Marimekko stores, shop-in-shops and e-commerce as well as department stores and multi-brand stores or e-tailers (wholesale), and licensing as well as various creative retail concepts, such as pop-up stores. There are around 170 Marimekko stores, and the company's own and partner-operated online stores serve customers in 38 countries. Based on the business model, Marimekko's customer groups comprise consumers in all operating countries as well as wholesale customers, such as company's partners in different markets, department stores and multi-brand stores. Marimekko's net sales were EUR 182.6 million in 2024.

In 2024, the number of employees, expressed as fulltime equivalents, averaged 466 and at the end of the year, Marimekko had 480 employees. By market area, the number of Marimekko's personnel at the end of December was as follows: Finland 396, Scandinavia 35, North America 17, and the Asia-Pacific region 32.

Marimekko's head office is in Helsinki, Finland, and the company's share is quoted in the Consumer Discretionary sector of Nasdaq Helsinki Ltd. Marimekko's trading code is MEKKO.

In the United Kingdom, Marimekko's operations consist of the sales of Marimekko products through e-commerce and wholesale customers' channels. In Australia, the company's operations consist of sales of Marimekko products through Marimekko stores, e-commerce and wholesale customers' channels.

Marimekko's wide product range is manufactured by an international network of approximately 150 partner suppliers in the Baltic countries, Portugal, China and Thailand, among others. In 2024, 44 percent of Marimekko's products sold were manufactured in EU countries and the remainder was mainly manufactured in non-EU European countries or in Asia. A large proportion of the fabrics used in different product lines are printed at the company's own textile printing factory in Helsinki, Finland.

Marimekko publishes a list of its partner suppliers on its [website](#) and on the [Open Supply Hub platform](#). The content of the list is aligned with the requirements of the [Apparel and Footwear Supply Chain Transparency Pledge](#).

In the fashion and textile industry, value chains are typically long and global. The upstream of Marimekko's value chain is related to the products' raw materials, such as the production of fibers and materials (yarn, pulp and material production) as well as assembly, including dyeing, cutting and sewing and, in home products, also casting. In this part of the value chain, direct suppliers include the factories that manufacture the end products and the material suppliers of the textile printing factory in Helsinki.

Policies and memberships in international initiatives

Marimekko's respect for human rights is integrated into the company's sustainability practices and is considered throughout the operations, including the supply chain. Marimekko's approach to human rights is based on the UN Guiding Principles on Business and Human Rights. As a UN Global Compact signatory, Marimekko adheres to Principle 4: "Business should uphold the elimination of all forms of forced and compulsory labor." The company's key commitments are expressed in the following policies:

- **Code of Conduct** follows the ten principles of the United Nations Global Compact and outlines the most important aspects of ethical business conduct covering, among other things, the company's commitment to respecting human rights and zero tolerance for forced and child labor.
- **Supplier Code of Conduct** sets the requirements for Marimekko's suppliers and covers, e.g., employee rights and working conditions including prohibition of forced and child labor and human trafficking. Marimekko Supplier Code of Conduct is based on the amfori Business Social Compliance Initiative (BSCI) Code of Conduct, which in turn is based on key international principles on human rights and labor rights, such as the UN Declaration of Human Rights, the International Labor Organization (ILO) Conventions, the OECD Guidelines for Multinational Enterprises and the UN Children's Rights and Business Principles.
- **Sustainability Policy** specifies the principles related to sustainable business, including human rights aspects of own personnel and workers in the value chain as well as due diligence processes.

Code of Conduct and Sustainability Policy are approved by Marimekko Board of Directors, and Supplier Code of Conduct is approved by Marimekko Management Group.

Marimekko believes that collaboration is the most effective way to promote best practices and supply chain transparency in the industry. Therefore, the company is involved in many collaborative initiatives, including:

- **amfori BSCI** – an initiative that promotes the monitoring and development of working conditions in global supply chains
- **Better Cotton** – an initiative to help cotton farmer communities thrive while protecting and restoring the environment
- **Leather Working Group (LWG)** – an initiative committed to building a sustainable leather supply chain
- **Responsible Sourcing Network (RSN)** – an initiative to combat human rights violations and the use of forced labor associated with raw materials for consumer products.

Due diligence processes

The key stakeholders in Marimekko's human rights approach are Marimekko's own workforce and the workforce in the company's supply chain. The risk related to

forced labor and human trafficking is low in Marimekko's own operations. Therefore, the company's due diligence approach focuses on addressing the risks in the value chain.

The cornerstone of Marimekko's due diligence approach is careful supplier assessment and selection with contractual obligations imposed on suppliers. The company's purchasing agreements bind the suppliers to adhere to the Supplier Code of Conduct. By signing, the suppliers commit to comply with the principles of the Supplier Code of Conduct in their own operations as well as ensuring compliance of sub-suppliers and other business partners' operations. In the potential case of misconduct, Marimekko's primary measure is dialogue and cooperation aimed at improving the supplier's operations, in line with the international guidelines.

Marimekko pays special attention to suppliers operating in countries considered as having higher human rights risks. The company's country risk classification is based on the amfori BSCI ESG Risk Compass (Worldwide Governance Indicators section).

Impact and risk assessment

- As part of its supplier assessment and selection, Marimekko conducts an evaluation on aspects such as working conditions, occupational safety, other human rights topics as well as environmental management. Possible social and environmental certifications and audit results are considered in addition to commercial terms.
- Marimekko requires suppliers operating in non-EU countries to have a valid amfori BSCI audit or SA8000 certification or to start an audit or certification process. Marimekko also accepts other social compliance audits on a case-by-case basis.
- Marimekko uses a third-party tool to check the background of suppliers and other significant business partners, including the possible risk of corruption and trade sanctions.

Prevent, mitigate and remedy

- Marimekko strives to prevent, mitigate and remedy adverse impacts in the company's supply chain.
- Marimekko monitors compliance with human rights and environmental requirements in its supply chain through various means: External specialists regularly carry out amfori BSCI or similar social audits at Marimekko's suppliers' facilities, particularly in countries considered as having higher human rights risks. The company's own personnel also visit the factories where Marimekko products and materials are manufactured.
- In case of suspicions of violations of the Supplier Code of Conduct, Marimekko's approach is to understand the scope of the violation and then

remedy the situation with appropriate-measured means, together with the supplier, if possible.

- Where corrective actions are needed, Marimekko monitors the completion of these actions in close dialogue with the suppliers.

Grievance mechanisms

- Suppliers are required to establish effective grievance mechanisms for their workers and communities which may be adversely affected by their operations. amfori BSCI also offers a grievance channel in various countries.
- Possible misconduct can also be reported personally or anonymously via Marimekko's whistleblowing channel, available for internal and external stakeholders on Marimekko [website](#).
- Marimekko has a pre-determined process in place to address grievances promptly and confidentially.

Monitoring the effectiveness of the process

- Marimekko's due diligence process is continuously assessed and developed. The company evaluates and, when needed, also complements the policies based on monitoring work and the risks identified.
- Marimekko offers training for its sourcing experts and other relevant employees on responsible sourcing practices and human rights topics to further improve sustainability within the value chain. The company also trains its suppliers on these topics.

Communication

- Marimekko communicates annually about its commitment to human rights, due diligence process and findings in its sustainability reporting.
- Marimekko addresses the results of audits, possible rulings related to unethical business practices, and cases reported through the company's whistleblowing channel in its reporting.

Material sourcing

Marimekko considers environmental and social aspects related to different materials and their origin. The company bases its assessment on sources such as market reports on materials, country risk assessments and reports and articles by various stakeholders, e.g. non-governmental organizations and sustainability initiatives. Marimekko use various measures to mitigate identified risks, including:

- Increasing supply chain transparency and traceability
- Prioritizing certified materials and prohibiting the use of certain materials
- Engaging in multi-stakeholder initiatives that promote sustainability across value chains
- Excluding sourcing of raw materials, manufacturing of Marimekko products or the use of sub-suppliers or subcontractors in the manufacturing of Marimekko products in high-risk regions or countries where risk mitigation is not possible

Actions in 2024

Third-party audits are mandatory for Marimekko's partner suppliers operating outside the EU in higher risk countries. In 2024, a total of 100 percent of products sourced from outside the EU were subject to social compliance audits. Of these, 83 percent (82) were covered by amfori BSCI audits and the rest by other similar social compliance audits, such as SA8000 or SMETA.

In 2024, a total of 33 amfori BSCI audits were carried out at Marimekko's partner suppliers' factories. The number of audits varies from year to year due to the timing of audits, as audits are carried out every one or two years depending on the results of the previous audit, or changes in the supplier field, as a new factory may, for example, have an audit other than amfori BSCI.

No findings were made in the audits concerning workers' freedom of association or collective bargaining, discrimination, child labor or special protection for young workers. Most of the findings concerned occupational health and safety issues, management systems and workers' involvement and protection. The audits carried out during the year identified two findings in the category "Prohibition of forced labor". These findings concerned a situation where the factory did not have sufficiently robust policies to assess and address risks related to the recruitment of migrant workers, nor to document and communicate disciplinary practices in a language that workers could understand. No forced labor or actual disciplinary cases were detected at the factory. Marimekko will reassess the cooperation with the factory once the follow-up audit has been carried out.

Corrective actions identified as necessary in monitoring actions are followed up regularly, either during factory visits or in separate supplier meetings. Based on the follow-up audits carried out in 2024, corrective measures had been implemented with regard to 30 percent of the observations. However, the observations and required corrective actions are not fully comparable: some observations concern issues that may require a lot of time and resources to correct, while other issues

are smaller and easier to correct. Marimekko monitors the implementation of the pending corrective actions, and they will also be monitored in future audits according to the amfori BSCI audit cycle.

Marimekko offers training to its partner suppliers, especially in connection with updates to the Supplier Code of Conduct and Product Requirements. The latest formal trainings on these policies took place in 2022, but the requirements are continuously discussed with the suppliers.

Personnel involved in Marimekko's sourcing receive regular training related to sustainable sourcing practices and human rights matters. In addition, all Marimekko employees and management must complete an e-learning module on the Marimekko Code of Conduct every two years.

In 2024, Marimekko did not receive any reports related to forced labor, child labor or human trafficking via its own whistleblowing channel or through the amfori BSCI grievance channel.

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and section 16 of the Australia Modern Slavery Act 2018. It constitutes Marimekko Corporation's Slavery and Human Trafficking Statement for the financial year 2024. It has been approved by Marimekko Board of Directors.

More information about Marimekko's financial performance, governance, operations and sustainability can be found on the company's [website](#) and in the [Annual Report 2024](#).

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