Code Of Ethics

1. Introduction

Mondottica is a customer focused international fashion eyewear company that is committed to making beautiful product and bringing it to life around the world. Through our collaborations and our partnerships, we aim to bring our Brand Partners vision to life through eyewear design. Our Design philosophy marries aesthetic appeal with flawless function, producing Eyewear that not only looks good, but feels comfortable too.

Our Eyewear reflects the DNA of our licensed brands and delivers product through multiple channels on a global scale. While we create well-made and beautiful eyewear for our customers to use and love for a long time, we are also committed to 'doing good business', and make considered choices in the way we design, source and operate to influence positive change for our customers, our partners, our industry and ourselves. Our organization and the partners we collaborate with make up a culturally diverse group; we respect and take responsibility for our ethical and social obligations and take actions to ensure continuous improvement.

The purpose of the **Code of Ethics** is to explain our approach to 'doing good business' and our commitment to Environmental and Social governance issues to all those within our value chain. It sets out our principles to ensure fairness and high standards in the way we operate and is underpinned by substantial policies and practices. Our Company Values: Integrity, Respect, Customer and Excellence are at the heart of our Ethical Code.

In September 2021, Mondottica became a member of the UN Global Compact, further committing to incorporate, operationalize and advance the Ten Principles of the UN Global Compact within our business strategies, policies and ways of working. This commitment means we operate as a minimum in a way that meets the Ten Principles of the United Nations Global compact as below:

THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

Human Rights

1 Businesses should support and respect the protection of internationally proclaimed human rights; and

2 Make sure that they are not complicit in human rights abuses.

Labour

3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

4 The elimination of all forms of forced and compulsory labour;

5 The effective abolition of child labour; and

6 The elimination of discrimination in respect of employment and occupation.

Environment

7 Businesses should support a precautionary approach to environmental challenges;

8 Undertake initiatives to promote greater environmental responsibility; and

9 Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10 Businesses should work against corruption in all its forms, including extortion and bribery.

The UN Global Compact's Ten Principles are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

As part of the commitment to the UN Global Compact, Mondottica will report annually on its progress against these principles.

2. Scope

Mondottica continues to promote long term partnerships with its Brand partners, suppliers, partners, and employees, and as such this code of ethics is applicable to and should be adhered by:

- Mondottica Directors, legal representatives of all our group companies, management, permanent and temporary employees (whether full or part

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Carbon Neutral Organization
Ecovadis Silver

We are committed to taking steps to reduce any negative impact of our operations on our planet, making positive impact and making improvements year on year both within our local communities and on a global scale. Our Environmental Policy gives clarity on our commitment to Carbon emission reductions within Scope 1, 2 and 3.

We observe all local laws regarding the disposal of materials and waste in the most appropriate way, and ensure all plastic packaging is made from LDPE recyclable poly bags and continue to meet relevant legislation.

Our annual report on progress for the UN Global compact describes our progress each year and work is ongoing through a group of internal stakeholders engaged on 5 key areas: Product, Packaging & POS, People, Energy and Partnerships.

We are certified bronze level with "Investors in the Environment" (iiE), a UK national environmental accreditation scheme designed to help organizations save time and money, reduce their impact on the environment and are working towards silver accreditation.
We expect everyone under this code to protect their environment and reduce or limit the use of resources and waste wherever possible.

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