

POLICY STATEMENT

Melawear is a sustainable fashion brand that questions the status quo of the textile industry. Our aim is to become the world's most sustainable fashion brand through a holistic sustainability approach. State of the art scientific and industry research, as well as our own innovative company culture, guide us to reach our target.

Our holistic approach towards sustainability implies that we do not act one-dimensionally but follow the three-pillar model of sustainability: social, environmental and economical. All three pillars stand in a balanced triad and are represented in all our actions in equal measures. This is not only important within our own company practices and the relationship to our suppliers, but also during the design and the production phases of all our products.

Melawear is aware of the possible risks that can occur in its supply chains in India and Sri Lanka. This is why we are committed to the Guiding Principles on Business and Human Rights by the United Nations from 2011, the UN Convention on the Rights of the Child, the Convention on the Elimination of all Forms of Discrimination against Women, the Conventions of the International Labour Organisation (ILO) and the OECD Guidelines for Multinational Enterprises. Risk assessments are conducted by us on a regular basis.

We are committed to the prevention, mitigation and amendment of any actual negative effects on human rights and the environment that might occur through our procurement practice, in accordance with OECD recommendations for the textile sector. To help eliminate risks and negative effects within our supply chains, all our products, our suppliers and we ourselves are certified by the Global Organic Textile Standard (GOTS) and by the Fairtrade Cotton standard. In accordance with our certifications, subcontracting is only allowed if the subcontractor is registered with the certification body under the scope of our suppliers. This is also checked by our sourcing agency who visits each production unit several times a year to conduct inline and final inspections. Second-tier subcontracting by the prime subcontractor is not permitted.

The Fairtrade Cotton standard helps Melawear to ensure that a fixed purchase price plus a premium is paid for the cotton to the farmers. Fairtrade Cotton covers social standards along the supply chain that at least meet the ILO criteria. Independent audits are conducted by FLO-CERT on a regular basis. Through compliance with GOTS, comprehensive and binding ecological criteria are met along the entire supply chain, from extraction of raw fibers to the environmentally friendly and socially responsible production of the end products. The certification process is conducted at least once a year by GOTS approved, independent auditors.

Our commitment towards sustainable business practices is not limited to our design, sourcing and production practices, but is also part of all our other activities, for example: our financial transactions are handled by a sustainable bank, our logistics are managed by a sheltered workshop and our employees receive wages far above the national minimum wage.

Henning Siedentopp
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