

MANTIS WORLD TAKES CERTIFICATION AND STANDARDS SERIOUSLY

WE ALL VALUE THE ASSURANCES CERTIFICATION BRINGS; THE KNOWLEDGE AND PROOF THAT PROCESSES HAVE BEEN ASSESSED - AND THAT THEY MEET DEFINED STANDARDS. THE FOLLOWING ARE BRIEF DESCRIPTIONS OF THE VARIOUS STANDARDS, CERTIFICATIONS AND COMPLIANCES, INDUSTRY BODIES AND LOGOS THAT ARE RELEVANT TO OUR MANTIS WORLD BUSINESS AND PRODUCT RANGES.



The Global Organic Textile Standard (GOTS) ensures the organic status of textiles, from cotton harvest, through responsible manufacturing to the end consumer in a fully traceable manner. Mantis World is certified by Control Union under reference CU811271. However, only garments decorated by a GOTS certified processor can use the GOTS logo at their point of sale which is why we have removed the GOTS label in our garments, although they remain fully certified in accordance with the standard.

www.global-standard.org



The Organic Content Standard (OCS) verifies the amount of organic material in a final product. It provides a strong chain of custody system from the source of the organic cotton to the final product through certification and independent verification. Mantis World is certified by Control Union under license 811271 and our garments are labelled with OCS to guarantee the organic content.

www.textileexchange.org



STANDARD 100 by OEKO-TEX® is an independent product certification label for textiles that have been tested for harmful substances, dyestuffs and chemicals that may pose a health or environmental risk. Mantis World holds STANDARD 100 by OEKO-TEX® product class 1 certification, offering the highest level of assurance for all components of our clothing from the fabric through to threads, zips, buttons and labels.

www.oeko-tex.com



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The Recycled Content Standard (RCS) is a chain of custody standard that tracks recycled raw materials through the supply chain. It sets requirements for independent certification of recycled input. Under the standard, each stage of production is required to be certified, beginning at the recycling stage. RCS is an assurance to customers that the claimed recycled materials are indeed recycled. Mantis World would, on styles that contain less than the min 20% recycled content as required by GRS, insist upon RCS.

www.textileexchange.org



The Global Recycle Standard (GRS) is a voluntary standard, setting requirements for third-party certification of recycled content. GRS verifies that we are using rPET in our garments that contain recycled polyester.

www.textileexchange.org



Fair Wear Foundation is an independent organisation that works directly with brands, factories, unions and governments to improve labour conditions globally. Mantis World is proud to work with them towards the shared goal of protecting the rights of garment workers and ensuring safe and dignified employment for all.

www.fairwear.org



The Business Social Compliance Initiative (BSCI) is a non-profit organisation dedicated to the improvement of working conditions in the supply chain, with factories audited against the BSCI base code. Mantis World works with factories that are BSCI compliant or equivalent as an acceptable level of compliance.

www.bsci-intl.org



No Mantis World product is made using any animal product. Furthermore, no Mantis World garment has any animal product or derivative in any part of the manufacturing or production chain.

www.peta.org.uk



The Sustainable Clothing Action Plan (SCAP), led by The Waste and Resources Action Programme (WRAP) brings together leading retailers, brands, re-use and recycling organisations, charities and NGOs to take action on garment supply, use and disposal to reduce their carbon, water and waste footprint. As a signatory, Mantis World submit annual reports to SCAP to measure our improvement in these areas.

www.wrap.org.uk/sustainable-textiles



Mantis World is proud to be a member supporting the work of Textile Exchange (TE) - a non-profit organisation committed to the responsible expansion of textile sustainability across the global textile value chain. Through their Preferred Fibre and Materials benchmark, we are independently measured on our use of preferred raw materials such as recycled polyester and organic cotton, both year on year and in comparison with our peers.

www.textileexchange.org

Mantis World are proud to support Canopy, the non-profit environmental organisation dedicated to protecting our forests, species and climate. Canopy collaborates with more than 750 companies to develop innovative solutions to make their supply chains more sustainable. All viscose in our collection comes from suppliers audited and accredited by Canopy guaranteeing no raw materials come from ancient and endangered forests.

www.canopyplanet.org



The British Promotional Merchandise Association (BPMA) is a trade association representing the promotional products industry. As a member, Mantis World have signed up to the BPMA industry code of conduct.

www.bpma.co.uk



Common Objective (CO) is an intelligent business network that furthers sustainability in the fashion industry. Building on 12 years of work of the Ethical Fashion Forum. As a Founding Impact Partner, Mantis World is collaborating with CO to transform the way the fashion industry operates - for the better.

www.commonobjective.co



Launched by The Princes of Wales's International Sustainability Unit (ISU), the Sustainable Cotton Challenge brings together brands and retailers to pledge to move to 100% sustainable cotton by 2025. This initiative, now run by TE, recognises several existing standards as delivering sustainable cotton. Mantis World joined the Challenge in 2017 and has additionally pledged to using only the "gold standard" of sustainable cotton (organic or recycled) and doing so 4 years earlier by 2021.

www.textileexchange.org/2025-sustainable-cotton-challenge



The Fashion Industry Charter for Climate Action, initiated by the UN, seeks to tackle the damaging effects of the fashion industry on climate change. Waste, pollution, deforestation, toxicity in manufacture and carbon-fuelled supply chains combine to make fashion one of the most environmentally damaging industries, and reform is essential. Mantis World has committed to implement the principles enshrined in the Charter and to work collaboratively with our peers and relevant stakeholders.

www.unfccc.int



**CODE
OF
CONDUCT**

ETHICS

WE APPRECIATE EVERYONE WHO CONTRIBUTES TO MAKING OUR CLOTHING AND WE ENSURE THAT THEY WORK IN FAIR CONDITIONS FOR A FAIR WAGE, IN AN ETHICAL AND SUSTAINABLE MANNER. OUR FACTORIES ARE AT LEAST BSCI COMPLIANT. OUR CODE OF CONDUCT IS A SHARED COMMITMENT BETWEEN US AND OUR PARTNER SUPPLIERS AND FACTORIES, AND IS A SET OF STANDARDS THAT WE LIVE BY.

We work with only reputable manufacturers; each with a clear ethical and social policy with relevant and recognised certifications that are in line with our own Well Made ethos and Code of Conduct.

We only work with mills who have a suitable and effective effluent treatment plant (ETP) to ensure that the water used in the wet processing / dyeing stages of our production is safe to be put back into the environment.

In order to ensure that our garments are kind to skin and with no potentially harmful dyes or chemicals used during manufacture, we insist that all our fabrics are certified to Oeko-tex® Standard 100, with all babywear fabric holding class 1 certification.

We ensure we know where the cotton used in the manufacture of all Mantis World garments comes from, and, in keeping with our ethical policy regarding the use of child or forced labour, continue our pledge not to use Uzbek cotton.

- No child labour
- No forced labour
- No physical disciplinary measures
- No discrimination of any kind
- Fair wages, reasonable working hours and overtime pay in accordance with local legislation
- Freedom of association and rights to collective bargaining
- Paid maternity leave
- A clean, healthy and safe work environment
- On-site health clinics or a first-aid centre
- A policy of social accountability
- Anti-bribery policy
- Anti-corruption policy

Protection and preservation of the local environment including:

- Consideration of scarce resources
- Careful waste management
- Policy to reduce, reuse and recycle
- Effluent treatment plants to ensure clean water is returned to local water systems.

Every country is different and each of our manufacturing partners provides different benefits depending on local needs. These can range from:

- Free or subsidised meals
- Free standard medication and health education
- On-site childcare facilities
- Food assistance for employees' families
- Support of local community groups.