

Movado Group Human Rights Policy Statement

Effective: December 1, 2020

Movado Group has a long history of taking action to respect and honor the dignity of others, starting with Movado Group's founder, Gedalio (Gerry) Grinberg. After refusing an offer to join Fidel Castro's new government, Mr. Grinberg was subjected to police interrogation and accused of working for the CIA. Surviving a nightmarish eight-hour police confinement in Havana believing he would be executed, on Monday, August 16, 1960, Mr. Grinberg and his family escaped Cuba's Communist revolution to the United States, where he in turn revolutionized the watch industry.

Mr. Grinberg's unwavering belief in the American dream and deeply ingrained respect for the human condition continue to permeate the Movado Group. We understand that true leadership is open to and accepting of all, that innovation breeds success, and that trust and teamwork are key to achieving our goals. We believe that it is every employee's responsibility to demonstrate respect and dignity to all those with whom they interact, and we empower and challenge our people to foster an environment that reflects the values we hold dear.

Movado Group's Commitment to Our Consumers and the Public

Movado Group seeks to design through its luxury and fashion brands a range of socially responsible products that are attractive to and wearable by diverse populations. We aim to ensure that our retail stores are open to all regardless of race, sex, color, national or social origin or ancestry, ethnicity, religion, age, mental or physical disability, sexual orientation, gender identification or expression, marital status, or political ideology. We demand our sales associates treat everyone with whom they interact with dignity and respect.

Movado Group appreciates the cultures, customs, and values of the people in the communities in which we operate. We seek to promote the fulfillment of human rights by serving as a positive force within our sphere of influence, being open to dialogue, engaging our stakeholders, collaborating with industry and community groups, and participating in engagement activities.

Movado Group's Commitment to Our Global Employees

Movado Group will respect the human rights of our global employees. We will provide a work environment in which all employees and others who do business with the Movado Group are treated with dignity and respect. Movado Group aims to welcome and foster inclusive ideas; to not tolerate discrimination, harassment, or retaliation for raising good-faith concerns; and to allow our employees to freely associate.

Movado Group seeks to promote its employees' physical and mental wellbeing. We encourage and will provide training and development programs. We will comply with all applicable safety and health laws.

Movado Group recognizes that reasonable work hours and wages are essential to meeting our employees' basic needs. Movado Group aims to compensate employees competitively relative to the industry and local markets and to provide a comprehensive benefits package tailored to the employees' location. Movado Group prohibits all forms of forced and child labor.

Movado Group's Commitment to Our Suppliers and Business Partners

Movado Group will establish clear expectations of our suppliers and business partners that align with Movado Group's own responsibilities and commitments. We will engage with our suppliers and business partners to promote sustainable practices, support value creation, and develop solutions. We will not knowingly condone or contribute to human rights or other violations committed by or caused by the actions of our suppliers and business partners or their sub-suppliers. Movado Group will assess and monitor our suppliers and business partners against these principles and will not do business with anyone who cannot demonstrate their common commitment.

About this Policy Statement

Movado Group has developed this Human Rights Policy Statement in accordance with the principles set forth in the UN Universal Declaration of Human Rights, Guideline IV (Human Rights) of the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

Movado Group has conveyed its commitment to the advancement of these basic human rights and will share this Human Rights Policy Statement with its global employees and key vendors. This Human Rights Policy Statement is reinforced by Movado Group's [Code of Conduct and Business Ethics](#), its [Vendor Code of Conduct](#), its [Workforce, Labor Rights, and Health and Safety Policy](#), and other policies and statements.

Actual or suspected policy violations and any other matters of concern may be reported by calling Movado Group's hotline (00)1 201 267 8323, by correspondence to our global headquarters (attention Business Controls), or by informing a local Movado Group contact. Movado Group will investigate and respond to concerns raised and will take appropriate corrective action in response to any violation. No reprisals will be made against any person raising a good-faith concern. Confidentiality of complainant is maintained to the greatest extent practicable subject to Movado Group's legal and other obligations. Please note that due to local legal requirements, our hotline may not allow for reporting in specific areas. In such circumstances, matters of concern should be addressed to a Movado Group local contact or to Movado Group's global headquarters.

This Statement was approved by Movado Group's Board of Directors and Chief Executive Officer on November 19, 2020.