

## Movado Group Workforce, Labor Rights, and Health and Safety Policy

Effective: December 1, 2020

Movado Group seeks to empower both its own global workforce and the workers in its value and supply chain and to safeguard their dignity and basic human rights. This policy formally documents our commitment to integrating Workforce, Labor Rights, and Health and Safety measures in the workplace, with priority on the following:

1. [Diversity and Inclusion](#)
2. [Employee Wellbeing](#)
3. [Training and Development](#)
4. [Health and Safety in the Workplace](#)
5. [Workplace Security](#)
6. [Forced Labor and Human Trafficking](#)
7. [Child Labor](#)
8. [Work Hours, Wages, and Benefits](#)
9. [Freedom of Association and Collective Bargaining](#)
10. [Open and Honest Communications](#)

Movado Group pledges to ensure that its owned and managed global operations adhere to the tenets of this Workforce, Labor Rights, and Health and Safety Policy, which is further supplemented by our Employee Handbook and other employee policies. Movado Group also expects its manufacturers and suppliers to adhere to these tenets and aims to do business only with those who have demonstrated their common commitment.

### ***Diversity and Inclusion***

Movado Group is committed to providing a work environment in which all employees and others who do business with it are treated with dignity and respect. We strive to welcome and foster inclusive ideas and to create workplaces that bring together people with diverse backgrounds.

Movado Group does not differentiate based on race, sex, color, national or social origin or ancestry, ethnicity, religion, age, mental or physical disability, sexual orientation, gender identification or expression, marital status, political opinion, or any other legally protected status. Movado Group recruits, hires, places, develops, trains, compensates, and advances people based on individual qualifications, performance, skills, and experience. To strengthen its commitment to equal employment opportunity, Movado Group has established an affirmative action program which strives for minority and female representation that is proportionate to the number of qualified minorities and females in each recruitment area.

Discrimination, harassment (including physical, sexual and psychological abuse), and retaliation for raising good-faith concerns is not tolerated in the workplace, whether committed by or directed toward employees, managers, suppliers or customers.

### *Employee Wellbeing*

Movado Group believes that our employees' physical and mental wellbeing is paramount, motivates productivity, and fosters innovation. Movado Group aspires to provide an array of wellbeing programs tailored to our offices and to incorporate wellness principles into our working environments.

### *Training and Development*

Movado Group understands the value of knowledge replenishment and new skills acquisition. Movado Group aims to encourage its employees' growth and to enable them to reach their full potential by offering or making available internal and external training and development programs. Movado Group also aims to prepare the next generation for industry positions through internships, partnerships with colleges and universities, and support for educational organizations.

### *Health and Safety*

The health and safety of our employees is of the greatest importance to Movado Group. We comply with all applicable safety and health laws and regulations and have established internal requirements, including restrictions on the use of banned chemicals and hazardous substances. Movado Group believes that avoiding accidents is a matter of thinking and working safely, and we encourage employees to report any unsafe acts or conditions in or associated with their work.

Movado Group contractually requires our vendors to provide a safe and healthy working environment and to minimize accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities. Where housing is provided, vendors also are required to maintain the housing to a reasonable standard of safety, repair and hygiene, and to provide sufficient and proper sanitation facilities, potable water, and access to a power supply. Movado Group audits its vendors for compliance with these requirements and, where indications warrant, requires proof of remediation or further action.

### *Workplace Security*

Movado Group is committed to maintaining workplaces that are free from violence, harassment, intimidation, and other unsafe or disruptive conditions. In addition to restricted access and security monitoring systems, we employ security personnel as needed.

### ***Forced Labor and Human Trafficking***

Movado Group prohibits the use of all forms of forced labor, which is considered to include any work or service that is extracted from any person under the threat of penalty for non-performance and for which the worker does not offer them self voluntarily (including, without limitation, prison labor, indentured labor, exploited bonded labor, military labor, modern forms of slavery, and any form of human trafficking). Movado Group will not knowingly purchase products or components thereof from any vendor, manufacturer, subcontractor, or supplier that uses forced labor or permits any of its vendors, manufacturers, subcontractors, or suppliers to do so.

### ***Child Labor***

Movado Group does not hire individuals who are younger than 18 years of age (excluding students interning for Movado Group) and will not purchase products or components manufactured by persons younger than either 15 years of age or the age of completing compulsory education in the country of manufacture where such age is higher than 15.

### ***Work Hours, Wages, and Benefits***

Movado Group recognizes that reasonable work hours and wages are essential to meeting employees' basic needs. Movado Group aims to compensate employees competitively relative to the industry and local markets. We also strive to support work life balance and to provide a comprehensive benefits package tailored to the employee's location.

We expect our manufacturers, subcontractors, and suppliers to pay their employees at least the minimum wage required by local law regardless of whether they pay by the piece or by the hour and provide all legally mandated benefits. Movado Group's manufacturers, subcontractors, and suppliers are also expected to (i) make payment to employees on a regular and pre-determined basis, (ii) accompany all payments by a wage slip that clearly details wage rates, benefits, and deductions where applicable, (iii) not force employees to buy provisions from an employer-owned business, and (iv) not make deductions from employee's wages without due process.

Our manufacturers, subcontractors, and suppliers are prohibited from requiring employees to work more than the limits on regular and overtime hours allowed by the law of the country of manufacture. Except under extraordinary circumstances, our manufacturers, subcontractors, and suppliers are expected to give their workers one day off in every seven-day period and to inform them at the time of their hiring if mandatory overtime is a condition of their employment (with appropriate compensation provided). Excessive overtime hours should not be scheduled or compelled.

### *Freedom of Association and Collective Bargaining*

Movado Group recognizes and respects the right of individuals to freely associate in accordance with the laws of the countries in which they are employees. Movado Group will not tolerate known discrimination by its own personnel or by its manufacturers, subcontractors and suppliers against employees who exercise their freedom of association.

### *Open and Honest Communication*

Movado Group strives for continual improvement and seeks to create workplaces where open and honest communications among all employees are valued, respected, and encouraged. Our employees, as well as the employees of our manufacturers, subcontractors, and suppliers, may report actual or suspected policy violations and any other matters of concern 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 any concern 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 of certain types of matters in specific areas. In such circumstances, concerns should be addressed to a Movado Group local contact or to Movado Group's global headquarters.

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