

## Movado Group Slavery and Human Trafficking Statement Under the California Transparency in Supply Chains Act and UK Modern Slavery Act

Effective: December 1, 2020

As a leading manufacturer, distributor, retailer, and licensee of luxury and fashion watches, jewelry, accessories, and other products, Movado Group aims to uphold the highest moral, ethical, and legal standards in all aspects of our business and across our supply chain. Movado Group will not tolerate human rights violations and seeks to use its influence (and the influence of Movado Group's licensors) to ensure that all workers in its supply chain are treated with dignity and respect. These pledges have been reaffirmed as part of Movado Group's [Corporate Responsibility](#) program and are repeated in Movado Group's [Human Rights Policy](#) and its [Workforce, Labor Rights, and Health and Safety Policy](#).

Movado Group has created and implemented a common compliance program across its subsidiary organizations. Accordingly, we have prepared this statement on a consolidated basis even though some the entities in our consolidated group are not subject to the California Transparency in Supply Chains Act or the UK Modern Slavery Act.

Before entering into a relationship with a manufacturing supplier, Movado Group assesses the factory's social practices and compliance record. Where available, Movado Group will review the supplier's compliance record based on audits conducted for Movado Group licensors other businesses. Movado Group will not begin a relationship with any supplier who fails this pre-sourcing assessment. Our position on slavery and human trafficking, as well as our other corporate social responsibility expectations, is communicated to our supply chain members at the outset of our relationship and is embedded into our supplier contracts through the Movado Group [Vendor Code of Conduct](#).

Movado Group suppliers are expected to certify that they comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business. In addition, Movado Group monitors its suppliers' compliance through periodic factory visits and third-party audits. We typically schedule our audits in advance, although Movado Group reserves the right to conduct unannounced audits as necessary. We also work with our partners, when possible, to reduce the impacts of audit fatigue without sacrificing assessment rigor, and we collaborate with our partners to identify better ways to identify and mitigate the potential for human trafficking and forced labor.

Our internal and external compliance teams use a social compliance questionnaire that follows the SA 8000 standard. If a deficiency is identified, our teams work closely with our suppliers to create a remediation plan and to verify successful remediation. In those rare instances where severe deficiencies are detected and appropriate remediation is not achieved, Movado Group will terminate its relationship with the supplier.

Movado Group does not currently provide training on slavery and human trafficking identification but will reassess this position if changes in circumstances, such as the location of its operations or the breadth of its supply chain, indicate a greater need for such training.

Anyone may report actual or suspected slavery and human trafficking violations by calling Movado Group's hotline (00)1 201 267 8323, by correspondence to our global headquarters at 650 From Road, Suite 375, Paramus, New York 07652, USA (attention Business Controls), or by informing a local Movado Group contact.

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