

Helsinki, 28 September 2020

## **Marimekko statement in the context of the SIHTI project**

With regard to the assessment of Finnish companies' human rights performance made in the context of the SIHTI project, Marimekko would like to make the following statement to clarify our commitments in relation to the Corporate Human Rights Benchmark Methodology:

- Marimekko is committed to respect human rights consistent with the Universal Declaration on Human Rights by the United Nations and is committed to the UN Guiding Principles on Human Rights. Further, Marimekko is committed to respecting children's rights.
- In line with the UN Guiding Principles on Human Rights, in cases where we would identify having caused or contributed to adverse human rights impacts, we are committed to provide for or cooperate in their remediation through legitimate processes.
- We respect all employees' freedom of association, including employees' right to collective bargaining.
- Marimekko's remuneration policy states that "In regard of the CEO measurable criteria for the short-term incentives are based on financial and operational metrics describing growth, profitability and possibly other strategic targets separately determined by the Board of Directors depending on strategic priorities and targets. The weighting of each

criterion can be determined by the Board of Directors depending on the focus areas and the importance. The criteria can also include sustainability and corporate social responsibility themed targets.” This applies as well for all the members of the Management Group. We confirm that, for the year 2020, sustainability themed targets are included in the criteria for each of the Management Group members.