Bangladesh Brand Representative Survey

Overview

After consulting with both trade unions and suppliers within the Bangladesh Ready Made Garment (RMG) sector, the Business & Human Rights Resource Centre (BHRRC) has identified brand engagement with suppliers on the just transition- from relationship and capacity building to supportive purchasing practices- as a key driver in ensuring industry and factory level climate mitigation and adaptation. This survey is aimed at building an understanding of how international buyers are concretely utilising their leverage to support their suppliers- and in turn workers- in addressing the impacts of climate change.

Mango has been identified by BHRRC as one of the top 15 brands sourcing apparel & footwear from Bangladesh. We are therefore requesting that Mango completes this survey in order to highlight how it is supporting suppliers and workers on tackling climate events and decarbonisation. As these questions relate to suppliers in Bangladesh only (not other sourcing countries) we have addressed this survey to both Mango's head office, and where possible, Bangladesh country representatives.

How we will use this survey

The Business & Human Rights Resource Centre will publish completed surveys in full on its website, highlighting whether companies have provided a full or partial response or have not responded. We will also analyse survey findings from across company responses in order to highlight key trends, gaps and good practice when it comes to buyer support for a just transition in Bangladesh. We therefore urge you to provide as much information as you feel comfortable in support of your response.

Completing the survey

Please send the completed survey to Minju Kang at kang@business-humanrights.org by 5:00pm GMT, Wednesday 19 November 2025. Do let us know if you have any questions or would like to discuss the survey in advance of this date.

Bangladesh Brand Representative Survey

Company name: MANGO MNG, S.A.

Name of survey respondent: SUSTAINABILITY TEAM

Office Location: Via Augusta, number 10 (Polígono Industrial Riera de Caldes) 08184 Palau-solità i Plegamans (Barcelona)

Contact email address of survey respondent:

Your company presence in Bangladesh

1. How many staff members does your company currently have based in Bangladesh? Mango has a Quality manager based in Bangladesh.
2. How many direct suppliers does your company currently have in Bangladesh? Mango currently works with approximately 35 direct suppliers in Bangladesh

3. What is the average length of time you have sourced from suppliers in Bangladesh? Mango has been operating in Bangladesh for over 10 years.
4. Does Mango have a formal publicly accessible policy or strategy on climate transition or decarbonisation that explicitly includes suppliers and workers?

Mango's Climate Approach is publicly available on Mango's corporative website and sets out the company's main actions on supply chain decarbonization. Section 2.4 of the policy is dedicated to "Just Transition" and emphasizes the integration of social sustainability with environmental sustainability. Additionally, to ensure that climate actions include suppliers and workers, in 2024 Mango created a working group on Just Transition for analyzing and addressing measures to support suppliers and workers, ensuring that emissions reduction and energy transition initiatives are implemented in an equitable and inclusive way. Lastly, it is also important to highlight that Mango is currently updating its Climate Transition Plan, which will be published soon. This plan outlines the company's roadmap for supply chain decarbonization

(Yes/ No/ Ongoing)

If yes, please provide links to the document. Link available here: https://www.mangofashiongroup.com/en/corporate-documents

5. Does Mango disclose climate targets or commitments that apply to Bangladesh suppliers.

Mango has sustainability targets that apply globally, including suppliers in Bangladesh. Our 2030 goals include: - By 2030, all facilities tier 1 & 2 used by Mango productions will be thermal coal free - By 2030, Mango will source a minimum of 30% of its production with renewable energy. - By 2030, Mango will source a minimum of 30% of its production with renewable electricity. -By 2026, Mango will not accept new facilities using thermal coal.

As part of our approved science-based targets for reducing a 35% in scope 3 emissions the company focuses on supply chain traceability and continuous dialogue with suppliers to align ambitions and commitments. Each year, Mango organises its **Vendor Summit**, and in 2025, this dynamic was complemented by **country-specific technical meetings**, like in Bangladesh, which facilitated the identification of joint opportunities for emissions reduction.

Mango is currently **updating its Climate Transition Plan**, which will be published soon. This plan outlines the company's roadmap for supply chain decarbonisation, including actions and milestones for our suppliers.

Support for suppliers

6. Do you know how many of your suppliers have factories which are LEED certified?: Yes/No/Not Sure (delete as applicable)

- If YES, how many?:

7. Do you know how many LEED certified factories manufacture Mango's orders? : Yes/No/Not Sure (delete as applicable)

- If YES, how many?:

8. Across your supplier base in Bangladesh, do you have supplier KPIs linked to factory level emissions reduction targets? Yes/No/Not Sure (delete as applicable) Please provide details. Mango has a supplier evaluation system that includes environmental performance (20% of the total supplier rating). These KPIs are tracked through Higg FEM and verified by third parties, and include metrics such as energy consumed, ghg emissions, chemicals and water consumption, among others.

9. Do you pay an increased unit price for garments produced:

a. in LEED certified factories? Yes/No/Not Sure/Not applicable as no LEED factories in our Bangladesh supply chain (delete as applicable)

b. in factories/at suppliers that are meeting factory level KPIs. Yes/No/Not Sure/Not applicable as emissions KPIs for factories/suppliers in our Bangladesh supply chain (delete as applicable)

Please provide any further detail.

Mango does not apply a specific unit price increase for garments produced in LEED-certified factories. However, we are currently in the process of prioritising high-performing and environmental compliant factories through greater business allocation and inclusion in our environmental supplier strategy.

10. Do you provide any other purchasing incentives to suppliers producing in LEED certified factories or businesses meeting emissions KPIs, including?

a. Increased order volume Yes/No/Not Sure/Not applicable as no LEED factories in our Bangladesh supply chain (delete as applicable)

b. Longer term purchase agreements Yes/No/Not Sure/Not applicable as no LEED factories in our Bangladesh supply chain (delete as applicable)

c. Other

Yes/No/Not Sure (delete as applicable)

10A. In the past 12 months, how has your company adjusted its buying terms and conditions (for example lead times, payment schedules, or order volumes) in Bangladesh to help suppliers invest in energy-efficiency or climate-adaptation measures?
Please include any examples of commercial flexibility or financial adjustments (such as longer-term contracts, advance payments, or cost-sharing arrangements).

Mango has not adjusted buying terms and conditions to support supplier investments. However, Mango provides technical and, in some cases, financial support for the development of emission reduction plans, either individually or through collaborative initiatives with other brands. An example of this is its participation in 2024 in the Future Supplier Initiative project, which aims to finance investments in decarbonisation and energy efficiency in factories in Bangladesh.

11. Have you supported suppliers through any of the below initiatives?

Initiative	**Yes/No/Not sure** (delete as applicable)	**Please provide any additional detail (How)**
Providing information/discussions on climate mitigation (eg heat stress/flooding)	**Yes/No/Not sure** (delete as applicable)	
Providing information/discussions on decarbonisation	**Yes/No/Not sure** (delete as applicable)	In 2025, Mango held its Vendor Summit in specific countries, such as Bangladesh, to dialogue with suppliers on sustainability commitments, progress and goals.
Providing capacity building and training on climate mitigation (eg heat stress/flooding)	**Yes/No/Not sure** (delete as applicable)	
Providing capacity building and training on decarbonisation	**Yes/No/Not sure** (delete as applicable)	Our Vendor Summit event in Bangladesh included round tables addressing issues such as realistic paths to decarbonisation, energy efficiency measures and the transition to renewable energies, among others.
Undertaking or providing financing for baseline assessments	**Yes/No/Not sure** (delete as applicable)	Mango is currently working to enhance its supplier environmental performance classification system and has partnered with external experts to provide tailored recommendations and follow-up actions to a selected number of factories based on their maturity level in terms of decarbonisation knowledge
Direct financial support to suppliers to maintain wage payments during factory closures or work stoppages caused by climate events (e.g. flooding, heat stress).	**Yes/No/Not sure** (delete as applicable)	
Direct finance to support decarbonisation initiatives at factory level	**Yes/No/Not sure** (delete as applicable)	Although Mango is currently working to enhance its supplier environmental performance classification system and has partnered

		with external experts to provide tailored recommendations and follow-up actions to a selected number of factories based on their maturity level in terms of decarbonisation knowledge
Support in accessing loans/finance to tackle the impact of climate events and/or decarbonisation initiatives	**Yes/No/Not sure** (delete as applicable)	Mango participates in the Future Supplier Initiative (FSI), a collaborative funding program to support decarbonisation and energy-efficiency investments in Bangladesh factories
Supported climate vulnerability assessments of supplier factories in Bangladesh?	**Yes/No/Not sure** (delete as applicable)	
Financial or technical support for environmental or energy audits, or collaboration with other brands/stakeholders to reduce audit duplication and costs for suppliers	**Yes/No/Not sure** (delete as applicable)	Mango participates in the Future Supplier Initiative (FSI), a collaborative funding program to support decarbonisation and energy-efficiency investments in Bangladesh factories

11A. What direct forms of financial or technical assistance does your company provide to suppliers in Bangladesh to support energy efficiency, factory upgrades, or climate resilience? Please specify whether this includes co-financing, access to credit, preferential contracts, or other tangible mechanisms.

Mango is currently working to enhance its supplier environmental performance classification system and has partnered with external experts to provide tailored recommendations and follow-up actions to a selected number of factories based on their maturity level in terms of decarbonisation knowledge.

Engaging civil society, workers & their representatives

12.Have you engaged with any of the below groups on just transition issues (impact of climate emergency, decarbonisation) in Bangladesh?

Group	**Yes/No/Not sure** (delete as applicable)	**Please provide any additional detail on how you are engaging this group**
Individual workers (e.g. factory visits/inspections)	**Yes/No/Not sure** (delete as applicable)	
Factory level trade union representatives	**Yes/No/Not sure** (delete as applicable)	Under the GFA that Mango has with CC.OO.Industria,

		the company in in touch with local trade unions.
Trade unions/ federation active in Bangladesh's RMG sector	**Yes/No/Not sure** (delete as applicable)	Where possible, please provide name of trade unions
Civil society organisations operating in the RMG sector and communities	**Yes/No/Not sure** (delete as applicable)	Where possible, please provide organisation names
National civil society organisations	**Yes/No/Not sure** (delete as applicable)	Where possible, please provide organisation names
Multistakeholder initiatives active in Bangladesh	**Yes/No/Not sure** (delete as applicable)	We have been discussing about this topic with the different social audit schemes we work with and with the International Accord, to be taking into the scope of its inspections.
Pleas add any additional groups. (please add as many rows as applicable)		

13. How does your brand measure the impact of its actions on supplier resilience and worker wellbeing in relation to climate change?

As part of the human right's due diligence process, Mango is identifying and assessing actual and potential risks to people across its value chain. In 2025, Mango conducted a salient issues analysis, which identified Climate Change and Responsible Environmental Management as a key area with potential adverse impacts on workers. As a result, Mango will strengthen its efforts to prevent and mitigate these risks through dedicated action plans and internal processes.

To support this work, Mango has established an internal Just Transition Working Group to analyse the social impacts of the company's climate strategy across the value chain. This group will help identify relevant indicators to assess worker wellbeing, such as exposure to heat or access to adequate water points, as part of a fair and inclusive climate transition approach.

In addition, all suppliers are required to sign the Code of Conduct for Product Suppliers and Manufacturers, which sets out environmental and social expectations for factories. These requirements include actions related to worker wellbeing that are essential for a just transition, such as safe temperature levels, access to water, and other basic conditions that protect workers from climate-related risks.

14. What specific barriers does your company face in supporting suppliers and workers in Bangladesh through the just transition, and how are you addressing these challenges? Please describe the practical steps your company is taking or planning to take to overcome

these barriers (ex: through financial contributions, long-term purchasing commitments, or collaboration with unions, suppliers, or civil-society organisations)

One of the main barriers is the varying levels of maturity of suppliers in terms of decarbonisation and their capacity to implement energy transition plans due to limited access to financing. To address these challenges, Mango is currently classifying its suppliers based on their level of decarbonisation maturity. This approach provides a broader overview of the supply base and allows the company to target support to those suppliers in earlier stages, helping them improve their climate performance.

In addition, Mango participates in the Future Supplier Initiative (FSI), in Bangladesh, to facilitate funding for decarbonisation and energy-efficiency projects and is exploring additional ways to help suppliers access financing to accelerate their transition.

Another challenge is that current social audit standards do not capture “just transition” related data, such as temperature levels inside factories. Mango only accepts final product manufacturing factories that hold a valid FSLM, BSCI, or SMETA audit. The social audit team analyses the data from these audits to monitor supplier performance and assess the implementation of projects. However, when these standards do not collect “just transition” data, this task becomes significantly more difficult. To address this issue, the Social Impact team in Mango is in conversations with Sedex, amfori, and Cascale/Worldly to ask them for the inclusion of such data within their social audit standards, as well as other multistakeholder initiatives or projects Mango is part of.

This is the end of the formal survey, however, please feel free to provide any additional information in support or supplementary to your answers.

Please, check on Mango’s Sustainability Report 2024 here.