



**OUR BRANDS
ETHICAL POLICIES**

Supplier initiatives

A large number of our suppliers adhere to several internationally recognised guidelines to ensure the ethical and social impacts of their actions are accounted for. Further insight into such initiatives are shown below:



www.ethicaltrade.org

The Ethical Trading Initiative (ETI) is a ground-breaking alliance of companies, trade unions and voluntary organisations. We work in partnership to improve the lives of workers across the globe who make or grow consumer goods — everything from tea to T-shirts, from flowers to footballs.

Our vision is a world where all workers are free from exploitation and discrimination, and work in conditions of freedom, security and equity. This year our corporate members' ethical trade activities touched the lives of over 9.4 million workers.

Brands

Front Row	Tombo
Mumbles	Tombo Teamwear
Okarma	Whytes
Splashmacs	



FAIR LABOR
ASSOCIATION™

www.fairlabour.org

The mission of the Fair Labour Association (FLA) is to combine the efforts of industry, civil society organisations, and colleges and universities to protect workers' rights and improve working conditions worldwide by promoting adherence to international labour standards.

Brands

adidas	Gildan
Boxercraft	Hanes
Craft	



www.fairtrade.org.uk

Fairtrade is about better prices, decent working conditions, local sustainability, and fair terms of trade for farmers and workers in the developing world. By requiring companies to pay sustainable prices (which must never fall lower than the market price), Fairtrade addresses the injustices of conventional trade, which traditionally discriminates against the poorest, weakest producers. It enables them to improve their position and have more control over their lives.

Brands

Premier



Oeko – Tex 100 Standard

www.oeko-tex.com

The testing and certification system of the Oeko-Tex® Standard 100 satisfies the many and varied requirements consumers make of modern textile products and at the same time takes into account the complex production conditions in the textile industry: global organisation, a strong tendency towards the international division of labour, different mentalities with respect to the use of potentially harmful substances.

Brands

B&C Collection	Kariban Spaso
Brook Taverner	Kariban Sport
Fruit of the Loom	Madeira
Gildan	Okarma
Hanes	Quadra
Jerzees Schoolgear	Result
Kariban	Russell



www.wrapcompliance.org

Worldwide Responsible Accredited Production (WRAP) is an independent, global non-profit organisation dedicated to the certification of lawful, humane and ethical manufacturing throughout the world.

Brands

Craft	Okarma
Front Row	Result Core
Fruit of the Loom	Result Winter
Gildan	Russell
Hanes	Splashmacs
Jerzees Schoolgear	Spiro
Just Cool by AWDIs	Tombo
Just Hoods by AWDIs	Tombo Teamwear
Just Sub by AWDIs	Whytes
Mumbles	



www.sedex.org.uk

Connecting businesses and their global suppliers to share ethical data and enabling continuous improvements in ethical performance.

Brands

Gildan



Our mission is to improve labour conditions in the garment industry.

Fair Wear Foundation (FWF) is an international verification initiative dedicated to enhancing workers' lives all over the world. We work closely with a growing number of companies that produce clothing and other sewn products and that take responsibility for their supply chain.

FWF keeps track of the improvements made by the companies it works with. And through sharing expertise, social dialogue and strengthening industrial relations, FWF increases the effectiveness of the efforts made by companies.

Brands

B&C Collection



REACH

REACH is the European Community Regulation on chemicals and their safe use (EC 1907/2006). It deals with the Registration, Evaluation, Authorisation and Restriction of Chemical substances. The law entered into force on 1 June 2007.

The aim of REACH is to improve the protection of human health and the environment through the better and earlier identification of the intrinsic properties of chemical substances. The REACH Regulation places greater responsibility on industry to manage the risks from chemicals and to provide safety information on the substances.

B + C

Bagbase

Beechfield

Bella

Bella Canvas

Craghoppers

Dare2B

Finden Hales

Front Row

Fruit of the Loom

Gamegear

Gildan

Golden Finishes (Ready Range)

Hanes

Henbury

Just Cool by AWDiS

Just Hoods by AWDiS

Just Sub by AWDiS

Kariban

Kustom Kit

Lotto

Madeira

Mascot

Mumbles

Nimbus

PF Concept

Premier

Quadra

Regatta

Result

RTX

RTY

SkinniFit

Russell Europe

TheMagiTouch

Tombo

United Brands

Westford Mill


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



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Our brands



Corporate social responsibility is a core element in the adidas Group's company strategy.

The adidas Group has made considerable progress in recent years which is recognised by international institutions, nongovernmental organisations (NGOs) and aid organisations.

The adidas Group use Workplace Standards as a tool to assist them in selecting and retaining business partners who follow business practices consistent with our policies and values.

As a set of guiding principles, the Workplace Standards also help identify potential problems in order to work with business partners to address issues of concern as they arise.



ETHICAL SOURCING & MANUFACTURE

We are committed to provide manufacturing quality assurances which fully comply with your standards. Whilst recognising the fact that overseas sourcing of fabric or garments will lead to substantial cost benefits, MWUK Ltd are also aware of the potential social impact that offshore supply can have. For this reason, we have issued a statement regarding humane manufacturing conditions in overseas countries.

As a member of the Ethical Trading Initiative, MWUK Ltd aspires to support our supplier's efforts to embrace and implement the 9 Point Base Code below to create a fair and safe working environment for all employees. We are constantly striving to improve working conditions and human rights in an environmentally friendly work place.

9 Point Base Code:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practised
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

MWUK Ltd take all reasonable and practical steps, including factory visits by the company's staff, representatives or agents, to ensure that required standards are being met, and be alert to any signs which may indicate that a production process may involve exploitation or represent a danger to health, safety, or to the environment.

MWUK Ltd use external audits conducted by a recognized international audit company to benchmark our suppliers across all areas of Health and Safety, Workers Welfare, and Environmental impact. Our audit scope reviews that the factories are operating within country laws and working towards full implementation of the Ethical Trading Initiative Base Code. MWUK Ltd in conjunction with our partner factories are continuously reviewing our working practices to improve the welfare of our employees and suppliers and minimize our environmental impact.

If despite these precautions, unacceptable practices are brought to the company's notice, we will take immediate action to investigate and achieve remedies.

MWUK Ltd reserve the right to cancel orders placed and review its relationships if a manufacturer, supplier or their agent is found not to be operating within local and country laws or violating the 9 Point Base Code. Every effort will be made by the MWUK Ltd compliance team to work with and support the factory in dealing with issues in order to maintain working practices in line with our expectations.

American Apparel®

SOCIAL COMPLIANCE POLICY

American Apparel is dedicated to ensuring that all employees are treated with humanity, dignity, and all employees are entitled to his or her rights. The company strives to fulfil its responsibility by supporting the assurance of a socially responsible work environment.

NO CHILD Labour

American Apparel employees must be the minimum legal working age.

NO DISCRIMINATION

American Apparel seeks to hire, retain, promote, and otherwise treat all applicants and employees without regard to race, colour, religion, age, sex, gender or gender identity, sexual preference, marital status, national origin, ancestry, citizenship, veteran status, physical or mental disability, medical condition, pregnancy, or any other characteristic protected by applicable law.

WAGES

All employees are paid at least the minimum national and/or legal wage in accordance to state, federal and/or local laws.

All employees are offered the opportunity to receive benefits.

WORKING HOURS

Employee hours are set in accordance to state, local, and/or federal law.

Overtime will be paid in accordance to state, local, and/or federal laws.

Employees are entitled to at least one day off from work per week.

HARASSMENT AND ABUSE

American Apparel does not tolerate harassment of employees by another employee, supervisor, or any vendor or customer. Harassment of third parties by American Apparel employees is also prohibited. Any form of harassment on the basis of race, religion, colour, national origin, ancestry, legally protected medical condition, marital status, sex (including pregnancy, childbirth, or related medical conditions), gender identity, age, veteran status, sexual orientation, or any other basis protected by federal or state, or local law is a violation of this policy.

WORKING CONDITIONS

All employees are provided with a clean, safe and healthy work environment.

All factory employees have access to clean drinking water, clean storage area for lunches, and adequate number of restrooms.

All machinery is maintained at a standard to ensure that workers are not at any unreasonable risk while operating the machinery.

First Aid equipment is available in the factories and a person with basic first aid training.

MODIFICATION OF POLICY

Our Social Compliance Policy may be amended from time to time at our sole discretion and without notice. This policy is subject to and is not intended to replace or supplement our Employee Handbook, Human-Resources and/or company policies and procedures.



AWDis will only do business with vendors and suppliers that share the company's adherence to high legal, ethical and moral standards. AWDis's goal is to create and encourage creation of model operations that provide good jobs at fair wages and also improve conditions in their communities.

All suppliers, vendors and other business partners are expected to comply with AWDis Operating Principles and to assure compliance in all contracting, subcontracting or other relationships. In establishing these guidelines, AWDis believes it is effectively exercising its economic leverage with business partners to encourage their full compliance with laws designed to protect their employees and support the highest standards of business conduct.

The following guidelines have been developed to ensure consistent compliance by all suppliers and vendors. AWDis recognises that the Guidelines will also assist management in selecting business partners and follow work place standards and practices consistent with AWDis Operating Principles.

JUST SUB AWDIS:

In launching such an important new brand we were determined that Just Sub should be produced in factories conforming to WRAP (Worldwide Responsible Accredited Production) standards and which are certified to their strict regulations.

In a market dominated by ecologically and ethically aware young people who are increasingly discerning about where their clothing comes from, the WRAP logo and what it stands for we think is very important.

WRAP certification of our factories ensures that all garments come from lawful, ethical and humane manufacturing sources. This applies right back through the supply chain.

We take the future of our planet as seriously as our customers.

LEGAL AND ETHICAL STANDARDS

AWDis will require that all vendors and suppliers fully comply with all applicable legal and ethical standards and requirements of the countries in which they are doing business. AWDIs will not do business with any vendors or suppliers who violate the legal and ethical rights of employees in any way.



B&C has signed up to the FWF's Code of Labour Practices, and thereby has committed to adhere to the labour standards in their own business operations.

The Fair Wear Foundation (FWF) exists to promote fair labour conditions in the garment industry worldwide and to supervise audits internationally.

The Fairwear Foundation verifies that the Code of Labour Practices is implemented and respected at the factories.

By becoming member of FWF, we committed ourselves to implementing and maintaining a Code of Conduct designed specifically for the garment industry. This Code of Conduct is based on the Conventions of the International Labour Organisation and the Universal Declaration of Human Rights. This incorporates the following standards: No use of child labour, No use of forced labour, safe and healthy working conditions, legal labour contract, payment of a living wage, freedom of association and the right to collective bargaining, no discrimination against employees, no excessive hours of work.



Beechfield is committed to upholding the highest ethical and environmental standards throughout our entire supply chain.

We operate according to an ethical policy that protects and rewards every individual involved in the manufacture and supply of our products. The ethical policy references and respects local laws, with regard to wages, health and safety, workers' welfare and human rights. It expressly forbids the use of coerced/forced labour, including child workers.

Our field based staff carry out full audits on all of our manufacturing partners to ensure that our ethical standards are constantly maintained.

We endeavour to protect the quality of the environment through sound environmental practice. We ensure that our manufacturing partners meet or exceed all local environmental laws and regulations, and we promote energy efficiency and the reduction of waste at every stage of production.

And we stay continually updated on REACH legislation, commissioning regular fabric and component testing to ensure compliance with this strict European product safety and environmental protection standard.

We know the value of your image and good reputation. You can rest assured that choosing Beechfield will only ever enhance your own ethical and environmental credentials.

BELLA + CANVAS[®]
LOS ANGELES

SOCIAL RESPONSIBILITY

Eco-Friendly Fashion

We strive to use sustainable fabrics like 100% organic cotton whenever possible.

Promoting a Healthy Lifestyle

We provide natural, organic food and drink to employees and have a company gym for use anytime.

Solar Power Headquarters

We have reduced our energy usage by 5,000 kilowatts per month.

Green Office Supplies

We reduce, reuse, and recycle.

Natural Cleaning Products

We use bio degradable, non-toxic, and hypoallergenic cleaners.

Hybrid Company Car

We advocate for fuel efficiency and carpool.



We at Bella believe in living a healthy, balanced lifestyle while minimising our impact on the environment.

boxercraft[®]

Code of Conduct

Boxercraft, Inc. in an effort to ensure continuing high standards in workplace conditions, has adopted this Code of Conduct, similarly proposed by the Collegiate Licensing Company, which reads as follows:

Ethics: Boxercraft, Inc. will conduct its business in an ethical manner following, but not limited to, standards of honesty, integrity, trustworthiness, and respect for the unique intrinsic value of each human being.

Environmental Compliance: Boxercraft, Inc. is committed to the protection of the local environment. We will protect the areas around our facilities by disposing of garbage and waste in such a way so as not to endanger the health and safety of nearby areas.

Wages and Benefits: Boxercraft, Inc. recognises that wages will meet at least the minimum wage required by local law or the local prevailing industry wage, whichever is higher, and shall provide legally mandated benefits.

Working Hours: Except in extraordinary business circumstances, hourly and/or quota based wage employees shall 1) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture of, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours overtime; and 2) be entitled to at least one day off in every seven day period.

Overtime Compensation: In addition to their compensation for regular hours of work, hourly and/or quota-based wage employees shall be compensated for overtime hours at such a premium rate as is legally required in the country of manufacture or in those countries where such laws do not exist at a rate at least equal to their regular hourly compensation rate.

Homework: Boxercraft, Inc. will ensure that working hours, overtime compensation, and child labour requirements and laws are followed for persons working partially or fully from home.

Child Labour: Boxercraft, Inc. shall not employ any person at an age younger than 16 (or 15 where consistent with International Labour Organisation practices for developing countries, the law of the country of manufacture allow such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education should apply to this section. Boxercraft, Inc. agrees to consult with governmental, human rights, and nongovernmental organisations and take reasonable steps as evaluated by afore mentioned organisations to minimise the negative impact on children released from employment as a result of implementation of enforcement of the Code.

Forced Labour: There shall not be any use of forced prison labour, indentured labour, bonded labour or other forced labour.

Health and Safety: Boxercraft, Inc. shall provide a safe and healthy working environment to prevent 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 Boxercraft, Inc. facilities.

Non-discrimination: No person shall be subject to any discrimination in employment including hiring, salary, benefits, advancement, discipline, termination, or retirement, on the basis of gender, race, religion, age disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

Harassment or Abuse: Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological or verbal harassment of abuse. Boxercraft, Inc. will not use or tolerate any form of corporal punishment.

Freedom of Association and Collective Bargaining: Boxercraft, Inc. shall recognise and respect the right of employees to freedom of association and collective bargaining.

Additionally, Boxercraft, Inc. will require all vendors with which it contracts for the manufacture of apparel items, to sign the same aforementioned Code of Conduct.

BROOK TAVERNER

corporate tailoring

Environmental Policy

Brook Taverner & Co Ltd endeavours to reduce our impact on the local and global environment and is committed to continual environmental improvement.

The company actively promotes the principle of sustainable development and confirms:

- We will meet and where possible exceed all relevant environmental legislation and introduce company standards where legislation does not already exist
- We seek to reduce the consumption of raw materials in all operations and endeavour to use recycled material where economically feasible
- We confirm that no AZO or other harmful dyestuffs are used in the production of the fabrics used in our collections. We endeavour to work to the principles of the Oeko-tex Standard 100 and 4 of our capsule collections currently meet this high industry standard
- We regulate the manufacturing processes of our suppliers to cause the least practicable impact on the environment and actively support renewable energy
- We liaise with suppliers and customers to evaluate and improve the company's environmental performance
- We liaise with authorities and technical organisations to evaluate and improve the company's environmental performance
- We periodically review the environmental objectives and targets of the company

Ethical Policy

Brook Taverner Ltd follows the labour standards recommended by the Fair Wear Foundation. The labour standards are based on the Conventions of the International Labour Organisation and the Universal Declaration of Human Rights.

1. Employment is freely chosen
2. There is no discrimination in employment
3. No exploitation of child labour
4. Freedom of association and the right to collective bargaining
5. Payment of a living wage
6. No excessive working hours
7. No discrimination is practised
8. Decent working conditions
9. Regular employment must be provided
10. No Harsh or inhumane treatment is allowed
11. Fire safety



LABOUR STANDARDS ASSURANCE / ETHICAL TRADE POLICY

Work In Style Limited identifies that UK Law protects and supports employees and working standards for all within the United Kingdom.

However it is recognised that workers outwith the UK and EU laws are not always employed under suitable working conditions and hours. Often child labour is used, basic working environmental conditions are not established and Safety is ignored.

Work In Style Limited is committed to a top-down approach to systematically assess the risk of labour rights abuses in the goods and services they procure, and to instigate processes that support improvement where practicable.

Work In Style Limited understands that a commitment to Ethical trade by all companies will help to improve the pay and conditions of people involved in the supply of goods and services. They understand that effective ethical procurement is not easy, however Work In Style Limited continues to strive to work with supplier companies throughout their supply chain that are committed to help their workers to access fundamental rights such as the right to safe and decent working conditions, to be paid at least the legal minimum wage, and to join and form unions so they can bargain collectively for their rights. It also includes working with suppliers to eliminate child labour.

The management of the Organisation has a continuing commitment to:

- Develop and continually improve the effectiveness of the Labour Standards Assurance System
- Communicate throughout the Organisation the importance of Ethical Trade within the Supply Chain and the company activities, and provide appropriate training
- Establish the Labour Standards Policy
- Establish yearly objectives to continually improve the effectiveness of the Labour Standards Assurance System
- Conduct Management Reviews of the effectiveness of the implementation of the Labour Standards Assurance System

The structure of the Labour Standards Assurance System is defined in this Labour Standards Assurance System Manual and the referenced policies and procedures.

All personnel understand the requirements of the Labour Standards Policy and abide with the contents of the Labour Standards Assurance System Manual.

The Organisation constantly monitors its Labour Standards performance and implements improvements when appropriate.

This Labour Standards Policy is regularly reviewed in order to ensure its continuing suitability.



Consumer Product Safety Improvement Act of 2008

Colortone and Gildan Activewear have taken measures to make sure that our products are compliant with the rules and reasonable testing regarding the Consumer Product Safety Improvement Act of 2008. All of our products that are distributed by Broder Bros. / Alpha / NES, meet the requirements set forth by the Consumer Product Safety Improvement Act of 2008.

We will continue to update all requirements mandated by the Consumer Product Safety Commission.



The environment and ethics have always been important issues for Craft and the company closely monitors the way in which suppliers treat their employees and their management of environmental issues.

DEMANDS ON THE SUPPLIERS – CODE OF CONDUCT

Craft considers showing respect for different countries' legal standards as well as international organisations' view on basic rights as important for customers and suppliers. Craft must be responsible for its operations in Europe as well as in the rest of the world.

Craft make our ethical and moral points of view clear at all times, as we know that it affects our long-term development and business. Their Code of Conduct is applied on all factories involved in the production of Craft's products. At the same time as Craft are aware of the different legal and cultural conditions for factories at different locations, the Code of Conduct states the basic standards that all factories have to live up to if they want to do business with Craft. Code of Conduct is an agreement that Craft's suppliers have to enter into and follow. It says that the suppliers have to work according to the law and let Craft into their factories and data for regular controls. The Code of Conduct contains items like no discrimination, no child labour, salary and working hours, working conditions and the freedom to join unions.

THE ENVIRONMENT

Craft works closely with its suppliers when it comes to environmental respect and the Code of Conduct mentioned above contains standards about chemical restrictions made up by Sweden's textile importers' chemical guide that suppliers have to follow.

Craft's suppliers must make sure that their suppliers strive to decrease the use of virgin raw material, the discharge of "unnatural" material, waste, air pollution as well as the consumption of energy and fresh water. Apart from Sweden, Craft has established purchase offices in China, Bangladesh and Vietnam. At these purchase offices, employees that make sure that suppliers live up to Craft's demands when it comes to quality and environment, work. Craft sends samples from the production to independent institutions, like IFP Research and SGS, to make sure that the products do not contain any forbidden material. Craft makes continuous efforts towards environmental improvements in its ordinary production. The Group has previously phased out most of the use of chlorine bleaching in favour of bleaching using hydrogen peroxide. Craft invests considerable resources in ensuring that certain carcinogenic AZO dyes are not used. Suppliers have also been encouraged to use mechanical shrinking instead of chemical shape stabilisation, in order to avoid formaldehyde residue that may induce allergies. Craft organises transports from the Far East between different companies as much as possible. Craft is currently investigating the possibility of transports with trains instead of lorries in Bangladesh. Craft hardly uses airplane deliveries at all, unless the delivery is very urgent.

WORKING CONDITIONS

For Craft the working environment and the way in which employees are treated at the suppliers' plants are most definitely included in the term environment.

Craft's personnel perform continuous checks to ensure, for example, that no products are made by child workers. Craft's suppliers have signed an agreement giving a guarantee that no children are employed in the production process, in accordance with the United Nations' Convention on Rights of the Child. The purchasers and our purchase department make active efforts to ensure satisfactory working conditions in the factories with which Craft conducts business. In several cases, the Group has donated various kinds of protective equipment to factories in developing countries. Although Craft makes extensive checks, it is difficult to guarantee that no child labour is used and that working conditions are always satisfactory. At unannounced visits, Craft sometimes uses physicians to make sure that no children are working in the production.

ETHICS

Craft also wants to play an active role in building a better society for those working in the production plants where the Group's collections are produced. An example of this is the Craft School, an education program for more than 250 children in Jue Xi in southern China. In Finland, Craft cooperates with Unicef, by donating some of its sales income from certain products to the organisation.



STATEMENT FROM THE MANAGING DIRECTOR

The recent collapse of the Rana Plaza building in Bangladesh, which killed more than 1100 garment workers, has highlighted serious issues with safety and poor pay for garment workers in the country.

What do we do to ensure the health and safety of the workers in our supply chain?

The Regatta Group has been manufacturing and sourcing directly from Bangladesh and China, amongst other countries in the Far East, for over 30 years. Our hands-on approach means we have in-depth knowledge of our suppliers, as well as a good understanding of the general political and economic situation in these countries.

Unlike many other companies we deal directly with suppliers, rather than sourcing through agents or buying houses. Transparency and visibility are at the top of our requirements and we never place orders with suppliers without having approved in which factory our garments are manufactured.

We have long established our own Ethical Trading Policy to ensure full compliance with ethical sourcing standards and by building solid relationships with our factories we work together to resolve issues.

Since 2012, we have been a foundation member of ETI (Ethical Trading Initiative), an organisation that brings together brands, retailers, suppliers, unions and voluntary NGOs to improve conditions for workers worldwide.

The ETI Base code of conduct is as follows:

1. No forced labour
2. Freedom of association and the right to collective bargaining are respected
3. Safe, hygienic working conditions
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment

To enable us to apply our own Ethical Trading Policy and the ETI base code, we have established a robust auditing procedure to be followed by all of our suppliers.

1. LETTERS

We carry out open face-to-face discussions followed up by letters of commitment stating the ETI Base code that all suppliers have to sign. These clearly outline the above standards that we expect all of our suppliers to meet.

2. VISUAL FACTORY EVALUATION

We carry out a visual factory evaluation, focusing on critical health and safety points, such as fire safety, cleanliness and safety of the working environment, availability of clean drinking water and first aid supplies as well as any indication that child labour may be employed.

Only on completion of points 1 and 2, do we consider placing orders with a supplier.

3. THIRD PARTY AUDITS

In addition to our own visual factory evaluation, we progress to a 3rd party audit to verify our initial findings and to gain in-depth understanding of each factory's compliance level.

The audit is conducted by SGS (a globally recognised leader in this field), and it delves deeper than the visual overview of the factory, examining records on workers IDs, child labour, wages and working hours, fire and building certificates, internal health and safety procedures and training of workers. The factory is then provided with the audit report and corrective action plan, which they must work to complete within agreed deadlines.

The 3rd party audits are repeated annually, whilst our employees in Bangladesh and China carry out the visual evaluations continuously during regular factory visits which ensure that corrective action plans are being adhered to and completed within the agreed timeframe. They also work closely with SGS local offices in organising any follow-up audits where formal sign off of the action plan is required depending on the nature of the non-compliance that were identified.

But we don't stand still. We are committed to upping our game each year, constantly reviewing our policy and auditing process to keep it current and robust. To this end, we have some new plans in the pipeline.

- We are employing our own dedicated team to monitor all these issues in Bangladesh and in China.
- We are launching a program of health and safety training for our top suppliers, via practical workshop sessions. This will be targeted towards improving awareness amongst the workers in those factories representing substantial turnover with the Regatta Group.
- We are providing further external training for both our Bangladesh and China office employees, to ensure they are up-to-date with latest Ethical Trading views and health and safety awareness.
- We will work with ETI and its members to adopt a common approach to fire and buildings safety in the Bangladesh garments sector, and continue with a program of improvements focused on infrastructure, systems and competencies, to meet an agreed minimum standard.

We believe that providing value and quality for customers should not be at the expense of the workers in our supply chain.



The Ethical Trading Policy process comprises of three parts:-

1.1 Letters

This comprises an introduction/commitment letter to Ethical Trading, a Child Labour Zero Tolerance Letter and a AZO dye Letter and PFOS fabric protector letter.

1.2 Visual Factory Evaluation

A visual factory evaluation containing critical/zero tolerance sections such as child labour, health and safety and working conditions.

1.3 Questionnaire/Interview

A detailed questionnaire/interview with managers and workers that investigates further the above critical issues and includes questions on management systems in place, working hours, wages and security.

The Regatta Group Ethical Trading Policy is communicated to all suppliers and we as a company are responsible for ensuring that suppliers understand the code and the importance of the system, prior to accepting orders.

ENVIRONMENTAL AND SOCIAL ISSUES

Denny's Uniforms are a prime manufacturer of catering clothing in the U.K. and abroad; we have long standing relationships with our factories and have adopted the following principles:

- That the majority of cloth used in our garments are produced, dyed, cut and sewn in the same area, which produces a uniform with minimal processing miles.
- The closeness of each of our manufacturing processes to each other ensures a minimum of packaging is used in transporting the materials. We believe our policy is the best environment and the quality of production.
- Supplies that are manufactured abroad generally sent by sea freight rather than air freight.
- When goods received at our Warehouse Distribution Centre, they arrive in packaging which is used to onward ship the goods to our customers. We do not waste resources re-boxing production. All obsolete packaging is sent for recycling.
- Our overseas factories work to SA8000 social accountability principles which ensure that workers are treated according to basic Human Rights. This wide ranging standard covers all subjects to ensure fair working conditions.

Our Company Policy is enforced in the following areas:

- All paper used in catalogue production and marketing is made of 100% waste paper – this is certified to DIN ISO 14001
- We are proud that since June 2008 our fabric has achieved Oeko-Tex standard 100; this standard evaluates and screens for any harmful substances present within processed textiles.
- Quality standards in our factories are approved to either BRC Global Standard for Consumer Products or SO 9001 or ISO 14001.
- All office paper is recycled.
- Light bulbs are all low energy.
- Mailing catalogues are of a minimum size, which comply with standard letter postal size and weight thereby sending the maximum information for the minimum environmental impact.
- Flexible working hours are supported to allow part-time working of parents with families.

EQUAL OPPORTUNITIES POLICY

STATEMENT OF POLICY

Denny's Uniforms Ltd is an equal opportunities employer. The aim of this policy is to ensure no job applicant or employee receives less favourable treatment on the grounds of disability, ethnic or national origin, gender or religion.

Breaches of this policy will lead to disciplinary proceedings and if necessary disciplinary action.

We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and applicants for employment.

RECRUITMENT SELECTION AND PROMOTION

In order to attract applicants from a wider community, we may advertise vacancies in local and/or national press and local job centres. All applicants who apply for jobs with us will be treated fairly and will be considered solely on their ability to do the job.

All employees will be given equality of opportunity within the company's service and will be encouraged to progress within the organisation.

All staff involved in employment procedures will receive training in the application of this policy to ensure they are aware of its contents and provisions.

MONITORING

To ensure direct or indirect discrimination is not occurring we will maintain and regularly review the employment records of all employees in order to monitor the progress of this policy. Monitoring will involve

- The collection and classification of information regarding the ethnic/national origin, gender and disability of all current employees.
- The examination by ethnic/national origin, gender and disability of the distribution of employees and the success rate of applicants.

The results will be reviewed and regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary to adjusting this policy to afford greater equality of opportunities to all applicants and staff. The company is committed to making this policy fully effective.

HEALTH AND SAFETY POLICY

Denny's Uniforms recognises and accepts its responsibilities as an employer for providing a safe and healthy work place and working environment for all of its employees and will take all steps within its power to meet this responsibility.

Denny's Uniforms is fully committed to:-

- Giving a high degree of attention of Health and Safety matters in relation to both employees and other individuals including customers coming into contact with its business.
- Ensuring that it complies with all relevant legislation and best practices.
- Maintaining its sites in safe and hygienic condition.

The company will ensure that a local safety management system is implemented to:-

- Affect this policy through the systems and procedures outlined in the Company Health and Safety Manual.
- Ensure that standards of safety are constantly reviewed and improved through identification of significant hazards, carrying out risk assessments and implementation of safe systems of work as necessary.
- Periodically review the actions taken, performance against these commitments and the policy itself.

All staff and visitors have a duty to take care of their own and others safety by complying with laid down company safety procedures.

ENVIRONMENTAL POLICY

Denny's Uniforms Ltd, as part of its company commitments to the Business Community, recognises its obligations to comply with the law and carry out its business in an environmentally sound manner as possible. The company-wide policy is part of our commitment to minimising the impact of our operations on the environment to as low a level as is practically and economically feasible.

Our major direct environmental impacts are:

- Energy use
- Material and water use
- Transport emissions

Our major indirect environment impacts are:

- The supply of uniforms to the Hospitality market

The policy will be pursued through

- **Material and water use:** Ensuring we make efficient use of resources, striving to reduce our use of materials including paper and stationery and minimising the use of water in our premises;
- **Waste management and recycling:** Striving to apply the waste hierarchy (reduce, re-use, recycle) in all our activities; and
- **Supply Chain:** Considering the environmental performance of companies in our supply chain and where financially viable, giving preference to products and suppliers with least environmental impact.

Denny's Uniforms will make this policy available to all staff through our Environmental Policy This policy will be available to all interested parties.

Denny's Uniforms will review our progress and annually update our environmental policy and targets in accordance with best practice.



Ethical Trading Policy Statement

1.0

It is Williamson-Dickie Europe Ltd's policy to protect the health, safety, and welfare of personnel involved in producing our products.

This document is prepared in order to give guidance and instruction on the minimum and recommended standards acceptable to Williamson-Dickie Europe Ltd in the manufacture of their products.

Judy Clay
Corporate Director

2.0 Employee Safety

2.1 Fire Evacuation and Prevention

The factory should have an established evacuation procedure which every employee should be aware of.

Fire drills should take place annually.

All fire exits should be clearly marked and free from obstructions.

Fire extinguishers should be provided in all main work areas.

Records of regular servicing and inspection of fire extinguishers should be available.

2.2 Clearways and Walkways

Clearways and walkways should be marked out in the manufacturing areas to allow fast and safe evacuation. There should also be sufficient space between machinery to allow the same.

The clearways should be free from obstruction and non-slippery. They should be very obviously marked, with arrows indicating the direction of exits.

2.3 Machinery Guards and Electricity

Fixed guards should be used wherever possible on moving parts.

Pulley guards should be fitted to all machines with an exposed pulley wheel/belt.

Eye guards should be fitted to all special/automated machines, to protect from broken needles etc.

Finger guards must also be fitted (where appropriate) to automated machines, stud/snap machines, etc.

All electrical connections should be inspected regularly, and faults should be recorded and repaired by a qualified electrician.

All electrical panel boards should be clearly marked as a hazard and secured with a cover to prevent unauthorised access.

2.4 Personal Protective Clothing

Personal protective clothing must be made available wherever there is a risk to health and safety.

Cutters must wear steel mesh gloves, and appropriate gloves and safety spectacles must be available in the machine repair shop.

2.5 First Aid on Site

Factories should have first aid kits available and staff trained to administer first aid. The minimum requirement is to have one first kit and trained first aider for every 100 members of staff.

First aid kits should be available in all main work areas and should be fully stocked with standard first aid items.

2.6 Training

All employees who operate machinery are required to have received training on how to use the machinery safely, including:

- How to use the machine
- How to stop the machine
- How to ensure that all machine guards are positioned correctly

3.0 Working Conditions

3.1 Lighting

Adequate lighting must be provided during working hours.

3.2 Temperature/Ventilation

The temperature in work areas should be maintained at a level acceptable to workers, with adequate ventilation provided, especially in areas where adhesives and other chemicals are used.

3.3 Noise Levels

Noise levels should be kept to a reasonable level.

3.4 Factory Cleanliness

A good standard of housekeeping, organisation and cleanliness should be achieved and maintained. Fabric and garments left on the floor is unacceptable.

4.0 Employee

4.1 Toilets

An adequate number of enclosed toilets should be available, with separate male and female facilities.

The toilets should be separate from manufacturing and rest areas and should be kept clean and hygienic at all times.

Water, soap and basins should be provided for hand washing.

4.2 Food Hygiene and Eating Facilities

An area separate from manufacturing should be provided for the consumption of meals. This area must be kept clean.

Where cooking takes place on site, the cooks must have the relevant food hygiene training and certificates, as per the national law.

4.3 Provision of Drinking Water

Clean drinking water must be available to all employees.

4.4 Storage of Personal Belongings

Employees should have a secure space in which to store their personal belongings, away from the main work areas.

4.5 Dormitories

Where it is necessary for a factory to support its workforce, the dormitory should be in a separate building to the factory. Each employee should have an individual sleeping area with a privacy curtain and adequate lighting and ventilation.

5.0 Employment of Young People

5.1 Minimum Age Level

It is the policy of Williamson-Dickie Europe Ltd to ensure that young people are not exploited. Williamson-Dickie Europe Ltd and its suppliers must confirm that the age of employees meets the legal minimum for that country, or at least 16 years old (whichever is greater).

5.2 Forced Labour

It is the policy of Williamson-Dickie Europe Ltd not to work with suppliers who use forced/compulsory labour, including prison labour.

6.0 Terms and Conditions of Employment

6.1 Race and Gender Equality

All employees must be given employment and career opportunities on the basis of their abilities, irrespective of their gender, race, or religion.

6.2 Hours of Work

Employees should not work more than 6 days in succession and should not work more than 60 hours in one week, including overtime. Regular breaks must be granted.

6.3 Rates of Pay

Employees must be paid at least the national/regional minimum wage, as set by the controlling authority. Williamson-Dickie Europe recommends that employees sign the payroll, to confirm that they have been paid correctly.

6.4 Disciplinary Procedure

Codes of conduct for disciplinary procedures must be documented and available to staff. Employees must be treated with respect and dignity, with documented procedures followed.

7.0 Environmental Impact and Restricted Chemicals

7.1 Waste

Wherever possible, factories must try to reduce, reuse, and / or recycle their waste streams, in order to minimise their impact on the environment.

7.2 Chemicals

Suppliers must avoid using any chemicals contained in the REACH candidate list, or authorisation list, in any Dickies products.

Dimethyl fumarate, nickel, and banned azo-dyes are also forbidden from being used in any Dickies products.

8.0 Code of Compliance Auditing

8.1

It is the policy of Williamson-Dickie Europe Ltd to visit and audit all production facilities for safety and social compliance, before placing any orders. Factories are then re-audited on an annual basis. Williamson-Dickie Europe Ltd will not place orders with factories that have not passed our Code of Compliance Audit.



The Principles of BSCI

The ultimate goal of BSCI is to improve the working conditions in the global supply chain worldwide. This goal can only be achieved through a strong commitment from participants to implement the system. BSCI operates on the following principles:

- **Committed:** Our participants commit to implement the BSCI Code of Conduct as part of their business relations with producers, showing a willingness to improve the working conditions in their supply chain.
- **Consistent:** We offer a unique and uniform system for producers worldwide consisting of one Code of Conduct and one implementation process, ensuring consistency and comparability of audits.
- **Comprehensive:** The BSCI social compliance system is applicable to both large and small companies and covers all products (industrialised and primary production) sourced from any country.
- **Development oriented:** BSCI is not a certification scheme. We offer a step by step development approach that helps producers implement the Code of Conduct gradually. Producers who meet all BSCI requirements are encouraged to go further and achieve our best practice, the SABO00 social management system and certification developed by Social Accountability International (SAI).
- **Credible:** We only use external, experienced and independent auditing companies to perform audits.
- **Focus on risk countries:** We focus on risk countries * where violations of workers' rights occur frequently. The main sourcing countries, based on audits performed, are China, Bangladesh, India, Turkey and Vietnam.

- **Efficient:** Our common database of producers creates efficiencies and avoids duplicating audits at factories already in the system.
- **Knowledge-based:** Our system integrates learning at the producer level to develop their knowledge and skills on how to improve working conditions on the factory floor.
- **Collaborative:** BSCI cultivates involvement of relevant stakeholders in Europe and producer countries.

*The definition of risk countries is based on definitions in the Human Development Index of the United Nations and the Corruption Perceptions Index of Transparency International.



FRUIT OF THE LOOM®

As one of the world's leading garment manufacturers, we recognise our responsibilities to the environment and the community.

All of our garments whether made at our Moroccan manufacturing plant or sourced from third party suppliers are approved to Oeko-Tex Standard 100. This certifies that they contain no substances harmful to people or the environment. Oeko-Tex is an internationally renowned testing certification system for textiles. Test criteria are standardised across the world and include tests for ph-value, pesticides and heavy metals. Only when a garment is proved to contain no harmful substances is it granted Oeko-Tex approval.

In addition, all Fruit of the Loom facilities and those of our suppliers are WRAP certified. WRAP is an internationally recognised third party certification dedicated to ensuring lawful, humane and ethical manufacturing throughout the world.

As well as independent third party accreditations, we also have our own very stringent Code of Conduct, which applies not only to Fruit of the Loom, but to our suppliers, distributors and business partners. Our Code of Conduct, the Fruit Code, is more than a policy, it is a way of life.

Code of Conduct

Fruit of the Loom (FOL) is committed to conducting our business in accordance with the highest standard of business ethics and respect for human rights. We require our suppliers, licensees, distributors and other business partners to meet these high standards.

We appreciate that other countries have different cultural, legal and ethical systems. However, the Fruit Code states that any facilities we use, whether owned by the company or our contractors, licensees or other business partners must always satisfy certain basic requirements.

Compliance with Law: FOL requires that all facilities operate in compliance with the requirements of applicable law.

Health and Safety: Conditions throughout the facilities must be safe, clean and meet or exceed requirements of all applicable laws and regulations regarding health and safety. Workers must also be trained and equipped to perform their jobs safely.

Child Labour: No person shall be employed at an age younger than the age for completing compulsory schooling in the country of manufacture, or the age consistent with International Labour Organisation guidelines, whichever is greater.

Forced Labour: The use of forced, compulsory, indentured or bonded labour is prohibited.

Harassment or Abuse: Facilities must treat all employees with respect and dignity and should have procedures in place to protect employees from physical, sexual, psychological or verbal abuse. In addition, facilities may not use monetary fines as a disciplinary practice.

Discrimination: Discrimination in hiring, pay, promotions, discipline, termination or other terms and conditions of employment based on personal characteristics, beliefs or other legally protected criteria, is prohibited.

Working Hours: Except in extraordinary business circumstances, employees shall (i) not be required to work more than the lesser of (a) 48 hours per week, and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture and (ii) be entitled to at least one day off in every seven-day period. All overtime work shall be optional. Employers shall not require overtime on a regular basis and shall compensate all overtime work at a premium rate.

Wages and Benefits: FOL requires that employees be fairly compensated by providing wages, including overtime pay, and benefits that meet or exceed all applicable laws and regulations.

Freedom of Association: FOL recognises and respects the rights of employees to freedom of association and collective bargaining and requires that all facilities recognise and respect the same.

Environmental Compliance: FOL requires compliance with all local and international laws protecting the environment, including proper storage and disposal of hazardous substances. In addition, business should be conducted in a manner that minimises all waste and energy consumption and maximises recycling.

Subcontractors: Facilities will not utilise subcontractors in the manufacturing of Company products or components without the Company's prior written approval and only after the subcontractor has agreed to comply with this Code of Conduct.

Customs Compliance: Facilities will comply with all applicable customs laws and establish and maintain programmes to safeguard against the illegal transhipment of products.

Security: Facilities will maintain security procedures to guard against the introduction of non-manifested cargo (drugs and other contraband) into shipments of our products.

Posting Requirements: This Code of Conduct must be posted in a visible location accessible to all employees and visitors (in the appropriate local language).

Record Keeping: Facilities must maintain complete and accurate records with respect to each of these elements to allow for verification of compliance with this Code of Conduct.

Enforcement FOL employs internal, as well as third party auditors, to ensure compliance with this Code at all locations conducting business for FOL. The Company maintains detailed records of all facilities' compliance with this Code of Conduct.



Gildan is dedicated to being a socially responsible employer in all geographical hubs. Gildan are committed to investing in modern, state-of-the-art facilities and to adhering to progressive employment practices.

Gildan's donation policy

When determining the corporate donation policy at the beginning of 2005, Gildan decided to focus on humanitarian aid as well as youth and education in communities in which the Company operates. This policy allows Gildan to contribute to employee and community development. During the year, Gildan supported different causes in the countries where it operates.

Gildan develops environmental management plan

Gildan implemented an Environmental Code of Practice (ECP) in 2003, which details requirements for materials to be used in manufacturing. This ECP, in place at Gildan-owned facilities and its suppliers, allows the Company to ensure that none of the materials used in the production process contain substances harmful to the environment.

In 2006, to further enhance environmental, health and safety practices, Gildan developed an environmental management system (EMS) plan that was implemented company-wide during 2007. This EMS covers all activities and services performed and all products manufactured on Gildan premises.



Glenmuir and Sunderland believe in promoting an atmosphere of mutual trust, honesty and integrity between customers, associates and suppliers. They strive to achieve the highest possible standards in all working practices and expect their business partners to do the same. Glenmuir and Sunderland seek partners who share their commitment to the promotion of best practices and continuous improvement.

Glenmuir and Sunderland are guided by the ETI base code (Ethical Trading Initiative) and requires that their business partners adhere to these principals.

Before accepting a manufacturer as a new supplier they must demonstrate commitment to these principals by signing and returning a Manufacturer's Agreement.



Today's business environment demands that we deliver better products at competitive prices. It also demands that we act ethically and responsibly. It is essential that we conduct ourselves with integrity and comply with the laws and regulations that govern our global business activities. We have a responsibility to:

Ourselves – Our employees – Our Consumers – Our Business Partners

OUR COMMUNITIES

Hanes asks the same responsibilities from its suppliers. Hanes believes in doing business with those suppliers, manufacturers, contractors, joint venture partners, agents, distributors, and consultants who embrace and demonstrate high standards of ethical business behaviour.

OURSELVES

We want to be proud of the work we do and the lives we lead. Integrity is at the heart of who we are. Each Hanes employee is responsible for demonstrating integrity. Business integrity is hard to define, but everybody knows it when they see it. Among other things, it means honesty and obeying the law. It means treating those with whom we work with fairness and respect. And it means being accountable and taking responsibility for actions and consequences.

OUR EMPLOYEES

Our success as a company and as individuals depends on the unique contributions of all the people we work with. We owe each other honesty, respect, and fair treatment.

Human Rights and the Law: Hanes complies with employment laws in every country in which it operates, and supports fundamental human rights for all people.

- We will not employ children or forced labour, including prison or bonded labour.
- We will not tolerate physical punishment or abuse.
- We will respect the right of employees to exercise their lawful right of free association.
- Similarly, we will recognise the lawful rights of our employees to choose or not choose collective bargaining representation.

Hanes enthusiastically supports laws prohibiting discrimination based on a person's race, colour, gender, national origin, age, religion, disability, veteran status, marital status, sexual orientation or other protected characteristics.

FAIR TREATMENT

Hanes is firmly committed to the fair treatment and compensation of employees. All applicants and employees are judged by their qualifications, demonstrated skills and achievements.

DIVERSITY

We believe that differences should be valued. Every employee deserves the opportunity to work and grow in an environment that is free of discrimination and harassment, and that supports work/life flexibility.

HARASSMENT

Hanes employees have the right to work in an environment that is free from intimidation, harassment and abuse.

SAFETY AND HEALTH

Hanes is committed to providing a safe and healthy work environment.

OUR CONSUMERS

Consumers around the world purchase our products because they trust them. They trust their quality, they trust their value, and they trust that we will stand behind what we sell. Hanes wants to preserve that trust.

PRODUCT SAFETY

Hanes has a fundamental responsibility to ensure that consumers can trust the safety of our products. We have an obligation to monitor the quality of our supply chain to ensure that the products we sell meet all government safety and quality standards, as well as our own.

QUALITY AND VALUE

Hanes builds preeminent brands by offering high quality and good value. No product can leave a warehouse or factory as first quality unless it is.

OUR BUSINESS PARTNERS

We depend on strong relationships with our customers, suppliers and other business partners who help us provide the high quality, high value products consumers demand. Hanes believes in doing business with those suppliers, manufacturers, contractors, joint venture partners, agents, distributors, and consultants who embrace and demonstrate high standards of ethical business behaviour.

OUR COMMUNITIES

We actively seek opportunities to contribute to the communities in which we do business, and to improve the environment that sustains us all.

THE LAW

The first and foremost obligation of responsible citizenship is to obey the laws of the countries and communities in which Hanes does business.

COMMUNITY COMMITMENT

Hanes is proud of its contribution to the economic and social development of the locations where it has operations.

ENVIRONMENT

Hanes is committed to protecting the quality of the environment around the world through sound environmental management. Hanes strives to continuously improve our environmental performance through resource conservation, waste minimisation, water and energy efficiency and effective use of raw materials.

INDIVIDUAL POLITICAL ACTIVITIES

Hanes respects the right of each of its employees to participate in the political process and to engage in political activities of his or her choosing.



We fully recognise the importance of the people and the countries where we manufacture and require that any manufacturer or supplier associated with us share our commitment to fair and safe working practices.

All our manufacturing locations are inspected every day by our local representatives ensuring that working conditions are to the very highest standard, and that the working hours are within local government criteria – with no child or forced labour.

Henbury Ltd, have a strict set of guidelines for our suppliers.

- All of our factories (must) operate in full compliance of their country relating to all applicable laws, rules and regulations - including labour, worker health, safety and the environment.
- All workers must be treated with respect and dignity and must not be subject to physical, verbal, sexual or psychological harassment in connection with their employment*
- All suppliers and factories must adhere to the all applicable labour laws including those related to hiring, wages, hours worked, overtime and working conditions*
- Workers must be free to join and organise any unions or associations of their own choosing. Where local laws limit the right of freedom of association, employers shall not obstruct alternative and legal means of free association.
- There will be no use of forced labour



Harvest are a member of the New Wave Group

Social Code of Conduct: The New Wave Group has a responsibility to ensure that its own operations and those of its suppliers respect the legal requirements in various countries as well as international organisations' views of basic rights. The New Wave Group has been a member of the Fair Labour Association since 2008. The FLA's code of conduct, to which the New Wave Group has conformed its code, provides the same customer requirements to all suppliers, thus making it easier to implement requirements, to institute training, to conduct evaluation and audits, and for the supplier to comply.

The Environment:

Eco-friendly offices: All companies in the New Wave Group strive to reduce their consumption of water, electricity and paper, to eliminate waste, and to ensure hazardous materials are disposed of properly.

Packaging: Production units are using recycled materials such as plastic bags and cardboard cartons for shipping product as well as reducing and eliminating unnecessary packing material.

Chemical use: Quality control visual inspections allow the New Wave Group to maintain strict control over the chemical substances used in and for its products. The Group is committed to taking steps to reduce, substitute and eliminate chemical substances that are harmful to the environment.

Green production: The New Wave Group is developing sustainable products using new materials such as organic cotton and recycled fabric. The Group also imposes strict requirements on its suppliers to use humane treatment on animals including but not limited to certification against plucking feathers from live birds.



It is the policy of Kariban to only purchase goods from Suppliers and contractors whose Code of Practice on Health & Safety are as follows:

- They adhere to AZO Legislation, Oeko-Tex Standard 100 Requirements and Environmental issues.
- They observe the Laws of the Land at all times and show a willingness to emulate the Kariban Standards of Business Integrity and Ethics.
- They do not use or condone the use of any labour which has been forced or coerced and this includes prison labour as well as child labour. Child Labour is defined by and complies with local regulations. They do not allow the use of corporal punishment or any type of physical torture as a means of disciplinary action.
- They subscribe to the payment of proper and legal wages and benefits. The working hours should not exceed the local allowance for overtime and they should encourage one day ins even as a holiday in accordance with or subject to local practices.
- They should not expect Kariban support or participate in any local, regional or national war or armed conflict and understand that Kariban will seek to minimise such risks.



Kooga Standards are written in line with the Kooga Code of Conduct, which will ensure that quality workplace conditions are maintained. Factories are responsible for compliance with applicable laws and regulations, however, these Standards may in some cases provide for more stringent regulation of workplace conditions.

It is the intention of Kooga that all factories apply the local law as the MINIMUM standard and in some cases this will be equivalent or better than this code.

Factories that wish to outsource or subcontract work on our products must obtain prior authorisation for outsourcing or subcontracting from us. Complete information about the subcontractor should be provided in a timely manner. Subcontractors are expected to comply with our Standards.

These guidelines translate our Standards into operational language for employees and factory managers to assist in preparing factory for compliance. Each Standard is divided into subsections with explanatory text that clarifies the detail behind the topic.

In assessing workplace conditions, it is important to recognise that direct interviews with workers are an essential component of monitoring. Interviews are best conducted by local nationals speaking in the local language away from production lines.

To achieve implementation of this policy, Kooga require that suppliers allow full knowledge and access of the production facilities used.

An essential part of achieving factory compliance with these Standards is education. All factory managers and supervisors should receive training in the Standards. Kooga recommend that all workers, as part of their induction are informed about their rights and obligations as defined by this code and applicable labour laws.

Factories producing Kooga products will publicise and enforce a non-retaliation policy that permits factory workers to speak with staff without fear of retaliation by factory management. Kooga object strongly to the use of force to suppress any of their Standards and will take any such actions into account when evaluating factory compliance.

Factories producing Kooga goods must post the Code of Conduct in all units, translated into the language of the worker.



At Kustom Kit we have never purchased from a supplier we haven't inspected and approved personally. In fact, we have state-of-the-art overseas offices where the sole focus of our own local staff is to assure total compliance of our strict ethical standards for suppliers and to test fabric and finished garments at source.

We've dedicated the last 40 years to making the best clothing we can, both in the UK and overseas. Our clothing is crafted to give outstanding service and our experience in ethical sourcing ensures you can have total confidence in our brands.

We believe that business should be conducted with total respect for people and the environment. We adopt a rigorous selection process for garment manufacturers, ensuring only those that are totally committed to exceeding our high ethical standards become appointed suppliers.

OUR ENVIRONMENTAL POLICY

We recognise that our business activities affect the natural environment in a number of ways. We strive through continuing improvement to minimise the adverse effects on the environment and the earth's natural resources, whilst safeguarding the health and safety of our employees and the public. We purposely seek out suppliers who take positive action to minimise both waste and the impact of their manufacturing processes on the surrounding environment.

We aim to always:

- Comply with or exceed relevant legislative requirements. Where these are inadequate we will set our own standards that comply with our environmental and ethical criteria.
- Encourage manufacturing suppliers to recognise their environmental responsibilities and offer support to help them implement sound environmental health and safety policies and practices.
- Design and manufacture our products with consideration for the environment.
- Reduce progressively the environmental impact caused by our products and activities.

OUR STANDARDS FOR SUPPLIERS

Our products are manufactured by different supplier organisations employing thousands of people in many countries. We recognise and honour our duty to protect the workforce used in the manufacture of our garments and work tirelessly with our suppliers to ensure the provision of fair wages and working hours, safe and hygienic working conditions, regular employment and no discrimination or harsh or inhumane treatment of employees.

Each appointed supplier must comply with national and other applicable laws and conform to the following terms as a minimum requirement;

- Children must not be employed below the legal minimum age required by the law of the individual country.
- Employees are to be paid no less than the legal minimum wage as required by the law of the individual country and maternity leave must be made available to all female employees.
- Working hours must not exceed those set out by local legislation and overtime must be voluntary and always paid at a premium rate.
- Employment is freely chosen and no discrimination is practiced. There is no use of forced or involuntary labour and employees are free to leave their employment after reasonable notice.
- Good working conditions must prevail. The provision of adequate wash room facilities and a canteen are essential.
- Primary medical care must be provided on site.
- Workers' representatives are not discriminated against and are allowed access to the workplace to carry out their representative functions.



The ideals of LOTTO are the ideals of sport, and LOTTO seeks to promote fairness, honesty, mutual understanding and high ethical standards not only on the sport fields but also in the factories which make LOTTO products. These principles are based on the international labour standards outlined in the relevant Conventions of the International Labour Organisation (ILO), as well as on the Code of Conduct promoted by the Worldwide Federation of the Sporting Goods Industry (WFSGI). LOTTO also acknowledges that factories operate under different legal, economic, social and cultural environments and these differences merit understanding and respect.

maddins

Maddins believe the customer should be able to trust the clothes they have bought have been created under reputable circumstances. Maddins follow a policy that underlines the commitment to integrity of all our business practices.

Maddins are conscious of the impact on the environment from our industry, and as such looks to minimise the effect that our operations have.

Maddins only work with partners who have the same beliefs as we do, and follow guidelines on forced and child labour, harassment or abuse, non-discrimination, health and safety, freedom of association and collective bargaining, wages and benefits, hours of work and overtime compensation.



Madeira Resource Management

Through the media, we are all aware that every single one of us has accountability for the environment and the legacy of our actions or lack of them.

Madeira's beautiful and exclusive threads harmonise style, quality and colour with all environmental and ethical needs. Almost 100 years of experience in producing the most consistent high quality, fashionable and widest range of embroidery threads, means Madeira threads are the choice of leading brands worldwide.

Applied onto wide and varied items from shoes to hats, toys to towels and across diverse industries from fashion and sportswear to automobiles – critical from the outset is the selection of only the best raw materials.

REACH and MADEIRA EnviroSystem

REACH = Registration, Evaluation, Authorisation and Chemical Restriction. Even prior to REACH, Madeira subscribed to the philosophy of only using substances which were neither hazardous nor dangerous to people or the valuable eco-system. No APO/APE softeners (Alkyl Phenol Oethoxylates/Ethoxylates), which are found in some threads, are used to finish Madeira's threads. All meaning that, following supplier's recommendations, Madeira's dyestuffs are non-toxic to workers, the environment and the end user – before, during and after production.

Created with sensitive production processes in the heart of the naturally environmentally conscious 'Black Forest', Madeira's EnviroSystem applies long term commitment to the global impact of environmental issues, second to none.



The MagicTouch (G.B.) Limited was formed in 1992 to manufacture and distribute a range of transfer papers and associated products for the image transfer process.

The company has always adopted a strong commitment to ensure that all suppliers support a high ethical and health and safety standards in all practices.

The transfer papers are produced in the UK, Germany and Japan where all operators are highly skilled to ensure consistent quality control on all products. All employees involved in production are paid well in excess of the respective countries minimum wages. At no stage in either the production or distribution of the transfer papers is there any involvement of child or forced labour.

The MagicTouch transfer papers do not involve the use of any toxic or solvent based products helping to reduce the impact on the environment.



Social Responsibility

MASCOT is the largest, privately owned manufacturer of workwear in Europe. We consider social responsibility to be a natural part of running a business. It is not only our aim to create a profitable business but also to fulfil our ethical, social and environmental responsibility as a company.

Code of conduct

At MASCOT we work on the basis of the international Code of Conduct. This consists of a number of fundamental principles for ethical and responsible conduct worldwide.

Documentation of social responsibility

MASCOT Vietnam was SA 8000 certified at the beginning of 2011.

SA 8000 is documented proof of a safe and secure working environment. Companies with SA 8000 are able to show and prove that they do not use child or forced labour, that they have a good working environment adapted to local conditions, right of association, no discrimination, reasonable working hours and wages and an efficient management system including control of the subcontractors staff conditions.

Ever since the establishment of the factory in Vietnam MASCOT has had European management and European labour standards including health insurance, free canteen, trade union, a high safety level and free medical clinic for all employees. It has been a natural formalisation of the existing working conditions to implement the structured process required by SA 8000 certification. Read more about SA 8000.

The local community

As a family owned business based in Silkeborg, Denmark, we put a great deal of emphasis on playing an active role in the local community and provide support for various activities and organisations. Furthermore, MASCOT is currently the main sponsor for the Premier League football club, Silkeborg IF.

BSCI Code of Conduct

In accordance with the ILO Conventions, the United Nations' Universal Declaration of Human Rights, the UN's Conventions on children's rights and the elimination of all forms of discrimination against women, the UN Global Compact and the OECD Guidelines for Multinational Enterprises and other relevant internationally recognised agreements, the BSCI Code of Conduct aims to attain compliance with certain social and environmental standards. By signing the BSCI Code of Conduct companies are, within their scope of influence, committed to acknowledge the social and environmental standards laid down in this Code and to take appropriate measures within their company policy for their implementation and compliance. Supplier companies, in addition, must ensure that the Code of Conduct is also observed by subcontractors involved in production processes of final manufacturing stages carried out on behalf of BSCI members.

Within the scope of options for action and appropriate measures, these supplier companies have to aim at the implementation of the following criteria in a development approach:

1. Legal Compliance

Compliance with all applicable laws and regulations, industry minimum standards, ILO and UN Conventions, and any other relevant statutory requirements whichever requirements are more stringent. In the agricultural context, ILO Convention 110 shall be respected.

2. Freedom of Association and the Right to Collective Bargaining

All personnel shall have the right to form, join, and organise trade unions of their choice and to bargain collectively on their behalf with the company. The company shall respect this right, and shall effectively inform personnel that they are free to join an organisation of their choosing and that their doing so will not result in any negative consequences to them, or retaliation, from the company. The company shall not in any way interfere with the establishment, functioning, or administration of such workers' organisations or collective bargaining. In situations where the right to freedom of association and collective bargaining are restricted under law, the company shall allow workers to freely elect their own representatives. The company shall ensure that representatives of workers and any personnel engaged in organising workers are not subjected to discrimination, harassment, intimidation, or retaliation for reason of their being members of a union or participating in trade union activities, and that such representatives have access to their members in the workplace. - In accordance with ILO Conventions 11, 87, 98, 135 and 154.

3. Prohibition of Discrimination

No discrimination shall be tolerated in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in workers' organisations including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, or any other condition that could give rise to discrimination. - In accordance with ILO Conventions 100, 111, 143, 158, 159, 169 and 183.

4. Compensation

Wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards. Illegal, unauthorised or disciplinary deductions from wages shall not be made. In situations in which the legal minimum wage and/or industry standards do not cover living expenses and provide some additional disposable income, supplier companies are further encouraged to provide their employees with adequate compensation to meet these needs. Deductions from wages as a disciplinary measure are forbidden, unless this is permitted by national law and a freely negotiated collective bargaining agreement is in force. Supplier companies shall ensure that wage and benefits composition are detailed clearly and regularly for workers; the supplier company shall also ensure that wages and benefits are rendered in full compliance with all applicable laws and that remuneration is rendered in a manner convenient to workers.

All overtime shall be reimbursed at a premium rate as defined by national law. In countries where a premium rate for overtime is not regulated by law or a collective bargaining agreement, personnel shall be compensated for overtime at a premium rate or equal to prevailing industry standards, whichever is more favourable to workers' interests. - In accordance with ILO Conventions 12, 26, 101, 102 and 131.

5. Working Hours

The supplier company shall comply with applicable national laws and industry standards on working hours and public holidays. The maximum allowable working hours in a week are as defined by national law but shall not on a regular basis exceed 48 hours and the maximum allowable overtime hours in a week shall not exceed 12 hours. Overtime hours are to be worked solely on a voluntary basis and to be paid at a premium rate. In cases where overtime work is needed in order to meet short-term business demand and the company is party to a collective bargaining agreement freely negotiated with worker organisations (as defined above)

representing a significant portion of its workforce, the company may require such overtime work in accordance with such agreements. Any such agreement must comply with the requirements above.

An employee is entitled to at least one free day following six consecutive days worked. Exceptions to this rule apply only where both of the following conditions exist:

- a) National law allows work time exceeding this limit; and
- b) A freely negotiated collective bargaining agreement is in force that allows work time averaging, including adequate rest periods - In accordance with ILO Conventions 1 and 14 and ILO Recommendation 116.

6. Workplace Health and Safety

The company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to workers' health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the industry and of any specific hazards.

A clear set of regulations and procedures must be established and followed regarding occupational health and safety, especially the provision and use of personal protective equipment, access to clean toilet facilities, access to potable water and if appropriate, sanitary facilities for food storage shall be provided. The company shall ensure that any dormitory facilities provided for personnel are clean, safe, and meet the basic needs of the personnel.

All personnel shall have the right to remove themselves from imminent serious danger without seeking permission from the company.

Workplace practice and conditions in dormitories which violate basic human rights are forbidden. In particular young workers shall not be exposed to hazardous, unsafe or unhealthy situations. - In accordance with ILO Conventions 155, 184 and ILO Recommendations 164 and 190.

In particular, a management representative responsible for the health and safety of all personnel and accountable for the implementation of the Health and Safety elements of the BSCI shall be appointed. All personnel shall receive regular and recorded health and safety training, moreover, such training shall be repeated for new and reassigned personnel. Systems to detect, avoid or respond to potential threats to health and safety of all personnel shall be established.

7. Prohibition of Child Labour

Child labour is forbidden as defined by ILO and United Nations Conventions and/or by national law. Of these various standards, the one that is the most stringent shall be followed. Any forms of exploitation of children are forbidden. Working conditions resembling slavery or harmful to children's health are forbidden. The rights of young workers must be protected. In the event that children are found to be working in situations which fit the definition of child labour above, policies and written procedures for remediation of children found to be working shall be established and documented by the supplier company. Furthermore, the supplier company shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child.

The company may employ young workers, but where such young workers are subject to compulsory education laws, they may work only outside of school hours. Under no circumstances shall any young worker's school, work, and transportation time exceed a combined total of 10 hours per day, and in no case shall young workers work more than 8 hours a day. Young workers may not work during night hours. - In accordance with ILO Conventions 10, 79, 138, 142 and 182 and Recommendation 146.

8. Prohibition of Forced and compulsory Labour and Disciplinary Measures

All forms of forced labour, such as lodging deposits or the retention of identity documents from personnel upon commencing employment, are forbidden as is prisoner labour that violates basic human rights.

Neither the company nor any entity supplying labour to the company shall withhold any part of any personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the company.

Personnel shall have the right to leave the workplace premises after completing the standard workday, and be free to terminate their employment provided that they give reasonable notice to their employer.

Neither the company nor any entity supplying labour to the company shall engage in or support trafficking in human beings.

The company shall treat all personnel with dignity and respect. The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of personnel. - In accordance with ILO Conventions 29 and 105.

9. Environment and Safety Issues

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed minimum legal requirements.

10. Management Systems

The supplier company shall define and implement a policy for social accountability, a management system to ensure that the requirements of the BSCI Code of Conduct can be met as well as establish and follow an anti-bribery / anti-corruption policy in all of their business activities. Management is responsible for the correct implementation and continuous improvement by taking corrective measures and periodical review of the Code of Conduct, as well as the communication of the requirements of the Code of Conduct to all employees. It shall also address employees' concerns of non compliance with this Code of Conduct.

The following annexes are integral part of this Code of Conduct:

- Declaration of the supplier company
- Terms of implementation
- Consequences of Non-Compliance

Declaration of Liability Regarding Compliance with the BSCI Code of Conduct

We, the undersigned hereby confirm:

- That we have received and taken due note of the BSCI Code of Conduct of November 2009, the BSCI System: Rules and Functioning, and the Management Manual.
- That we are aware of all relevant laws and regulations of the country or countries in which our company operates.
- That we will inform New Wave Group in case of conflict between provisions of the BSCI Code of Conduct and any applicable laws or regulations in our countries of operation.
- That we will observe and conform to the BSCI Code of Conduct in its entirety based on a development oriented approach and without amendment or abrogation.
- That we will inform all of our subcontractors of the contents and requirements of the BSCI Code of Conduct, and that we will ensure that they also comply with the provisions incorporated therein.
- That New Wave Group and any organisations acting on its behalf may carry out audits with or without notice at our business premises and the business premises of our subcontractors at any time.

Furthermore:

- We agree to carry out a self-assessment of our social performance, and that of our subcontractors upon the request of New Wave Group and to submit the details of these assessments to New Wave Group for evaluation. This will take the form of a completed BSCI self-assessment questionnaire.
- We shall notify New Wave Group of the location of all business premises used for the production of goods and / or delivery of services for New Wave Group. We guarantee that the production of goods and / or delivery of services for New Wave Group is carried out exclusively at the locations we have indicated. We understand that failure to inform New Wave Group of the location where work for its products and / or services are carried out is adequate justification for the immediate and unconditional termination of all business and contractual relationships.
- We will use the BSCI management manual exclusively for purposes relating to business and monitoring activities of the BSCI and New Wave Group. We will not allow any third parties not involved in the BSCI compliance/monitoring process to have access to this manual.

Terms of implementation

All suppliers are obliged to take the measures necessary to implement and monitor the BSCI Code of Conduct:

Management Responsibilities:

- by informing management and suppliers about the content of the BSCI Code of Conduct.
- by establishing where responsibility lies within the company's organisation regarding all BSCI Code of Conduct issues.
- by appointing one or more management employees to be responsible for implementation of the BSCI Code of Conduct.
- by monitoring company compliance with the BSCI Code of Conduct and implementing necessary changes at its facilities.

Employee Awareness:

- by giving a statement of their support for the principles of the BSCI Code of Conduct to their employees and by informing and instructing their employees and those of their subcontractors regarding the contents of the BSCI Code of Conduct. The company must have the BSCI Code of Conduct translated in its entirety into the appropriate local language(s) and have it displayed in a prominent position at its facility and other premises. Employees must also receive verbal orientation and information regarding the Code of Conduct in a language they understand.
- by regularly training employees in workplace safety and on the impact of their activity on society and the environment.

Record-Keeping:

- by keeping records of the names, ages, working hours and the wages paid to all employees and making these documents available to BSCI auditors on request.
- by documenting the location of dangerous materials and other potential hazards
- by monitoring and maintaining safety equipment and materials
- by keeping up to date documentation regarding relevant statutory requirements and regulations.

Complaints and Corrective Action:

- by appointing an employee responsible for handling complaints related to BSCI issues.
- by documenting and investigating complaints from employees or third parties related to BSCI issues, and reporting on their substance and any necessary corrective measures arising from them.
- by making the resources available to implement necessary corrective measures.
- by refraining from dismissals or other disciplinary measures against employees who pass on information regarding compliance with the BSCI Code of Conduct.

Suppliers and Sub-Contractors:

- by making the introduction of social standards and compliance with the BSCI Code of Conduct a condition of all contracts into which it enters with suppliers.
- by asking suppliers to report regularly about their progress in implementing the BSCI Code of Conduct.

Monitoring:

- by providing BSCI Members with relevant information about their activities and all production sites.
- by allowing audits of their business premises and activities and those of their subcontractors to be carried out at any time with or without prior notice by organisations acting on behalf of BSCI members.

Consequences of Non-Compliance

If a supplier fails to meet the requirements of the BSCI Code of Conduct, and if no solutions can be agreed upon and implemented within a reasonable amount of time, a BSCI member may choose to halt current production, cancel corresponding contracts, suspend future contracts and/or terminate the business relationship with the non-conforming supplier. If an audit reveals less than full compliance with the BSCI Code of Conduct, the supplier must take the prescribed corrective actions without delay. The period of time the supplier has to implement these corrective measures will be agreed upon with the auditors, but may not exceed twelve months. If a supplier excluded in the past on grounds of non-compliance shows later that it can comply fully with the BSCI Code of Conduct, there is, in principle, no reason why a business relationship cannot be resumed.

:: NIKE GOLF

FREE, FAIR AND SUSTAINABLE TRADE

We advocate for free trade by seeking improvements in existing global, multilateral, regional and bilateral agreements, as well as by seeking new, innovative agreements and challenging protectionism. We believe free, fair and sustainable trade encourages growth, investment and innovation and serves the interests of workers and consumers globally. Our objectives include seeking the elimination or reduction of import duties, protecting intellectual property rights and establishing mechanisms that promote sustainable trade and growth. We also seek policies and government action that promote the efficient and secure transport of products. We believe we can help create opportunities for workers and communities by advocating for sensible labour and environmental provisions within trade agreements. For example, in Vietnam, we meet regularly with the Vietnam Ministry of Labour as they review and update their labour laws. This is a process undertaken by the government of Vietnam every five years.

INTELLECTUAL PROPERTY

We advocate for intellectual property policies that support innovation, development and consumer trust. For example, we have actively contributed to the Anti-Counterfeiting Trade Agreement, a new international treaty currently undergoing ratification in several countries.

ACCESS TO SPORT

Our policy agenda also includes the promotion of access to sport and physical activity in the various geographies in which we operate. We build coalitions and encourage governments to develop policies that promote physical activity and education in schools and places for youth to play.

SUSTAINABILITY

Through partnering with governments and other stakeholders, we promote public policies that reward innovation, as well as sustainable business models that meet the expectations of our consumers. The key policy areas in which we focus are climate change, the sustainability of materials, products and supply chains; resource efficiency; and post-consumer waste.

Nike has been a committed member of the U.K.'s Sustainable Clothing Action Plan (SCAP) and is actively engaged in policy initiatives focusing on resource efficiency, sustainable transport and carbon footprinting. In the U.S., we helped to create Business for Innovative Climate and Energy Policy (BICEP), a business coalition that advocates for climate-change legislation.

ENERGY AND CLIMATE APPROACH

The energy use and GHG emissions under our direct control — i.e., our office buildings, distribution centres, retail stores and a portion of business travel — represent a small slice of the lifecycle carbon footprint of our products. We report our energy use and GHG emissions from those sources, as well as from finished-goods contract manufacturing facilities and inbound transportation.

There are 6 Greenhouse gases - SF₆, CO₂, CH₄, NO₂, HFCs, PFCs. We have phased out of SF₆ and no longer use it. The majority of our measured emissions are CO₂. Facilities and Footwear includes CH₄ and NO₂ and are rolled up into a reported CO₂e calculation. For simplicity we speak to all of our measured emissions in tons of CO₂ since it is the predominant unit of measurement.

We are still working to identify the full lifecycle energy and GHG impacts of individual Nike products. So far, we understand that substantial amounts of energy are needed to create the materials that go into our products and to maintain them in the use phase (i.e., the washing and drying of apparel). We have developed a methodology to assess impacts across the value chain and are working to scale up this effort across our wide array of products.

LABOUR INTRODUCTION

NIKE, Inc. has worked to improve labour conditions in our footwear, apparel and equipment supply chains for more than 15 years. Key issues in which we have engaged include the health and safety of the workers who make our products, excessive overtime, the ability of workers to freely associate, and child labour and forced labour.

We have been working with contract factories to build their human resources management skills and help them reach even higher levels of economic, social and environmental performance. Our work has centred around three fronts:

- Working conditions in factories: environment, safety and health
- Labour rights, freedoms and protections
- Workers' lives outside of the factory, and living conditions in their communities

CHEMISTRY INTRODUCTION

We are committed to making our products in ways that protect workers, consumers and the environment — all while delivering the high quality and performance for which we are known. One aspect of this commitment is to eliminate, reduce and responsibly manage hazardous chemicals in our supply chain.

CHEMISTRY APPROACH

Our material vendors use chemicals in dyeing and other processes, and our contract manufacturing facilities use them in making footwear, apparel and equipment. We have programs in place that restrict the use of certain chemicals, promote the use of "green chemistry," encourage better choices in the design of products, and empower and encourage our vendors and contract factories to identify toxics in their processes and find alternatives.

WASTE INTRODUCTION

As environmental issues go, reducing waste is a pretty easy sell. After all, waste results in lost natural resources and lost profit.

At NIKE, Inc., we define waste as any material purchased anywhere in our supply chain that does not ultimately end up as a useful component of product, or cannot be reused at the end of product life. This includes packaging, shipping material and product samples, in addition to a wide range of manufacturing waste such as scrap fabric, leather and rubber. This definition — which is broader than most companies' — forces us to think about waste at all points across our value chain.

Our ultimate, long-term vision is the conversion of raw materials into finished products with zero waste, as well as "closing the loop" on materials use — that is, using only materials that can be fully recycled.



The Portwest Ltd company controls and manages its activities to ensure risks to health, safety and welfare of its employees, customers and the general public are identified and action taken to eliminate or minimise their effects.

Adverse effects of operational activities on the environment will be minimised as much as possible.

The objectives of the policy are:

To comply with it's legal obligations under the current Health, Safety and Welfare Act, Environmental Protection Act and the European and Dutch Acts, regulations, policies and laws.

To promote health, safety and environmental awareness throughout the organisation.

To maintain a safe and healthy working environment for its employees, with adequate facilities appropriate to the nature of the business activities.

To ensure all suppliers fully comply with the principles outlined in our Ethical Trading Code of Conduct.

To minimise the social impact of the company activities and avoid damage to the environment through regular reviews of the business from environmental and management systems audits.



At Premier, we aim to achieve the highest ethical and environmental standards and we only like to work with manufacturers that do the same. To make sure our credentials are impeccable we have a detailed code of conduct that's integral to the way we do business and all our suppliers and their sources must sign up to it. It's based on the very best employment ethics, health and safety practices and environmental considerations. So when you purchase any of our goods you can be sure that they have been produced lawfully, through fair and honest dealing, in decent working conditions and without exploiting the people who made them. Any environmental impact during production and transportation has also been kept to a minimum.

Premier also has the right to run audits and spot checks, personally or via external parties, on our suppliers' premises without their prior knowledge to verify that they are behaving in an appropriate manner and upholding our values. Just one more way that you can trust us to make a difference to people and the planet.

All our factories are WRAP or BCIS approved.



1 ETHICAL TRADING POLICY

The Ethical Trading Policy process comprises three parts -

1.1 LETTERS

This comprises an introduction/commitment letter to Ethical Trading, a Child Labour Zero Tolerance Letter and a AZO dye Letter and PFOS fabric protector letter.

1.2 VISUAL FACTORY EVALUATION

A visual factory evaluation containing critical/zero tolerance sections such as child labour, health and safety and working conditions.

1.3 QUESTIONNAIRE/INTERVIEW

A detailed questionnaire/interview with managers and workers that investigates further the above critical issues and includes questions on management systems in place, working hours, wages and security.

The Regatta Group Ethical Trading Policy is communicated to all suppliers and we as a company are responsible for ensuring that suppliers understand the code and the importance of the system, prior to accepting orders.

2 THIRD PARTY AUDITS

In addition to our own Ethical Trading policy, we also use a recognised third party organisation that carries out strict ethical inspections. This organisation is a recognised leader in its field and an ANSI/ASQ National Accreditation Board (ANAB) accredited international provider of quality management system registrations to the ISO 9001:2000 and AS 9100 standards. The third party audits are arranged in 3 stages:

2.1 TRAINING

Each factory is given training prior to the inspection in order to help them understand the audit requirements and prepare the necessary documentation.

2.2 AUDIT

During the audit the factory is scored on a point's basis per section. The total point structure for the audit is as follows: -

Outstanding - 95% Excellent - 90%-94%

Very Good - 85%-89% Average - 70% - 79%

Needs Improvement 61%-69% Not Recommended - 60% and below

1 ETHICAL TRADING POLICY

N.B. Anything from 70% and above we class as a pass/compliant, but will work with the factory on all improvements and recommendations suggested.

2.3 ACTION PLAN

Following the audit, an action plan will be sent to each facility inspected. We will then work with each factory to help them achieve full compliance. Each month we target the supplier to achieve the next point bracket. This is monitored by regular visits to Asia both from the UK and our Far East office.

3 ETHICAL TRADING CODE

3.1 CHILD LABOUR – ZERO TOLERANCE

Child labour is not tolerated by The Regatta Group. It is essential that no children younger than the minimum age established by law or under an age interfering with compulsory schooling shall be employed. Each worker is required to provide an ID card or proof of age documents before employment commences.

In the event that child labour is found, the supplier must immediately react with due consideration for the care of the children. No new recruitment of children shall occur. Further breaches will prevent The Regatta Group from continuing to work with the factory.

Young persons under the age of 18 shall not be employed at night or in hazardous conditions.

3.2 EMPLOYMENT AND DISCIPLINE

The Regatta Group does not condone and will not be party to any form of forced or involuntary labour. All employees must attend work voluntarily.

Any requests for employees to lodge "deposits" or identity papers are strictly forbidden. Workers are free to leave their employers after reasonable amount of notice.

Any sort of disciplinary measures must be recorded. Deduction of wages as a disciplinary measure is not permitted.

3.3 HARASSMENT AND ABUSE/DISCRIMINATION

The work environment shall be free from abuse, harassment, intimidation or physical punishment of any sort. The Regatta Group and our third party organisation carry out interviews with workers in confidence to ensure there are no cases of bullying, abuse and discrimination based on nationality, race, religion, gender, age, personal characteristics or beliefs.

Employees are hired, paid and promoted based on their ability to do the job. If the employee cannot fulfil their duties satisfactorily it will be at the discretion of the employer to terminate the contract.

3.4 HEALTH AND SAFETY

It is the responsibility of the employer to ensure the provision of a safe and hygienic working environment, including safe housing where appropriate.

Health and Safety critical points are a major part of The Regatta Group initial visual factory evaluation (part 2) and only upon completion of all points and compliance, will The Regatta Group start working with the factory. Some of our critical points include: child labour, exits unblocked/unlocked, exits leading to place of safety, availability of fire extinguishers and other fire fighting equipment, sufficient aisle space which is free of obstruction and have clear markings, appropriate and adequate amount of first aid equipment provided.

It is also a condition that employees will be provided with safety equipment and sufficient safety training.

Unrestricted access to clean sanitary facilities and potable water shall be provided.

3.5 WORKING HOURS AND REMUNERATION

Total working hours will not exceed the maximum legal limits.

All overtime shall be voluntary and workers will be paid overtime in accordance with national law.

Wages must be at least the minimum required by local law, including allowances and benefits.

All workers must receive a clear contract, a letter of employment or other verifiable statement, setting out the terms and conditions of employment, including working hours and rate of pay.



Company Policies and Environmental Responsibility

All styles subject to availability.

Corporate Responsibility

At **RESULT**[®] we see corporate responsibility as key in how we conduct our business and believe it makes good sense to run our business in a responsible way with regards:

Minimum Age Labour. **RESULT**[®] does not permit the employ of workers under the minimum age established by local law or below compulsory school-going age, whichever is greater. In no case shall **RESULT**[®] permit the employ of individuals under the age of 16.

Working Conditions. **RESULT**[®] requires that all authorised garments bearing its name be manufactured under conditions which adhere to strict standards on working hours and good working conditions, including factory temperature. **RESULT**[®] requires all suppliers to employ based on equal opportunity and non-racist policies. Developing healthy links with communities in which we operate within the UK and overseas by creating opportunity, skill development and support in emerging economies.

Needle and Nickel Detection. Junior and youth garments are submitted to stringent needle detection procedure by metal detector prior to packing at source. All garments are tested to ensure all trims are nickel-free.

RESULT[®] Assurance. **RESULT**[®] delivers value to our customers with its assurance of excellence but we will gladly repair, replace or refund any garment which has a genuine manufacturing fault. When a garment is accepted back for our quick turnaround repair service, **RESULT**[®] asks customers to ensure the garment is clean, particularly when the garment has been in contact with animals or chemicals. **RESULT**[®] reserves the right not to handle or repair any garment which it feels would compromise the health and safety of its operatives. If it is our opinion your garment has been subjected to abnormal wear and tear, misuse, alteration or accidental damage, you will have to put it down to the experience.

Brochure Colour Reproduction

RESULT[®] designers take great care with garment colour in our brochures. Limitations of media print may mean shade variations with images. Pantone references are supplied for guidance only.

Product Description

Every reasonable care has been taken to ensure that the descriptions are accurate. However, specifications may change and **RESULT**[®] reserve the right to do so where necessary. All garment styles are protected by copyright owned by **RESULT**[®] Clothing Limited and their reproduction in any form without the express consent of the copyright holder will be actioned as an infringement under copyright law.

Purchaser Responsibility

RESULT[®] products are designed to be worn and all statements, technical information and recommendations herein are based on tests we believe to be reliable. However the accuracy or completeness thereof is not guaranteed so before use, the user must determine the suitability of the product for its intended use, as the user assumes all risk and liability whatsoever on connection therewith.

Decorator Responsibility

RESULT[®] products are designed to be decorated and all statements, technical information and recommendations herein are based on tests we believe to be reliable and can only be taken as an indication of how the garments may perform. However, accuracy or completeness thereof is not guaranteed so before use, the decorator must determine the suitability of the product for the decoration. Printers in particular employ different techniques and use a variety of products so **RESULT**[®] does not take responsibility for third party garment decoration and always recommends testing before bulk decoration. All styles offered are subject to availability.

Environmental Practices

Being responsible for our impact on the environment.

Environment: **RESULT**[®] demands all suppliers pursue correct environmental practice, including the recycling of waste materials and the re-circulation of waste heat generated in the dyeing process. **RESULT**[®] insists on the use of dyed fabric free from harmful substance in all products.

Recycling: As innovations to fabric recycling evolve, **RESULT**[®] reserves the right to make running changes to any styles where recycling can enhance performance or lessen environmental impact. All garments using recycled materials within their make-up are marked in this brochure. Recycled bag and packaging is used, together with any other recycled materials on labelling and promotional literature, where possible.

REACH- RESULT® encourages all suppliers to have full compliance with REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and ensure no substances harmful to any human or the environment are used in products bearing the **RESULT®** brand.

FSC: This brochure has been printed using FSC (Forest Stewardship Council) certified paper.

Trade Associations

RESULT® are members of the following associations:

REMA: the Retro-reflective Manufacturers Association monitors all retroreflective items including Safety clothing and footwear, particularly in the EN471 categories.

SEDEX: the Supplier of Ethical Data Exchange is a membership organisation for businesses committed to continuous improvement of the ethical performance of their supply chains.

Garment Sizes

Garment sizes indicated are approximate chest fit sizes and for guidance only.

Where multi-language translation appears in any **RESULT®** literature English translation prevails.



RTY will only do business with vendors and suppliers that share the company's adherence to high legal, ethical and moral standards. RTY's goal is to create and encourage creation of model operations that provide good jobs at fair wages and also improve conditions in their communities.

All suppliers, vendors and other business partners are expected to comply with RTY Operating Principles and to assure compliance in all contracting, subcontracting or other relationships. In establishing these guidelines, RTY believes it is effectively exercising its economic leverage with business partners to encourage their full compliance with laws designed to protect their employees and support the highest standards of business conduct.

The following guidelines have been developed to ensure consistent compliance by all suppliers and vendors. RTY recognises that the Guidelines will also assist management in selecting business partners and follow work place standards and practices consistent with RTY Operating Principles.

SELECTION GUIDELINES LEGAL AND ETHICAL STANDARDS

RTY will require that all vendors and suppliers fully comply with all applicable legal and ethical standards and requirements of the countries in which they are doing business. RTY will not do business with any vendors or suppliers who violate the legal and ethical rights of employees in any way.



INTRODUCTION

Hultafors Group AB (HG) develops, manufacture, market and sell products under the brands of HULTAFORS TOOLS, FISCO, SNICKERS WORKWEAR and WIBE LADDERS.

HG requires all its suppliers and subcontractors to comply with local laws as well as relevant conventions of the International Labour Organisation (ILO) as specified in this Code of Conduct. These are the minimum requirements which HG expect each supplier and subcontractor to meet.

HG code of conduct is an integral component of how HG approaches sourcing strategies, evaluates factory performance, and determines with which factories HG will continue to engage and grow its business.

1. HUMAN RIGHTS

HG support and respect the protection of internationally proclaimed human rights. We make sure that we are not complicit in human rights abuses.

2. LABOUR STANDARDS

2.1. Freedom of association

As far as any relevant laws allow, all employees are free to form and to join or not to join trade unions or similar external representative organisations and to bargain collectively.

2.2. Forced labour

Forced, bonded or compulsory labour is not used and employees are free to leave their employment after reasonable notice as required by national law or contract. Employees are not required to lodge deposits of money or identity papers with their employer.

2.3. Employment conditions

Employees understand their employment conditions. Pay and terms are fair and reasonable, and comply at a minimum with national laws or industry standards whichever is higher. Working hours comply with national laws and are not excessive.

2.4. Child labour

No person is employed who is below the minimum legal age for employment. Minimum age is the age of completion of compulsory schooling, or not less than 15 years (or not less than 14 years, in countries where educational facilities are insufficiently developed) as set out in Article 2.4 in the ILO Convention No.138 on Minimum Age. Children are not employed for any hazardous work, or work that is inconsistent with the child's personal development. A child means a person below the age of 18 years, as defined in Article 1 of the United Nations Convention on the Rights of the Child.

2.5. Elimination of discrimination

Employees are treated with respect and dignity. Corporal punishment, physical or verbal abuse or other unlawful harassment and any threats or other forms of intimidation are prohibited. All kinds of discrimination based on partiality or prejudice is prohibited such as discrimination based on race, colour, sex, sexual orientation, marital status, pregnancy, parental status, religion, political opinion, nationality, ethnic background, social origin, social status, indigenous status, disability, age, union membership and any other characteristic protected by local law, as applicable.

2.6. Working conditions

A healthy and safe working environment, and if applicable, housing facilities are provided for employees, in accordance with international standards and national laws. Appropriate health and safety information and training is provided to employees. Safety includes e.g. clearly marked and unblocked exits, emergency exits and evacuation plans on each floor, regularly tested fire alarm and evacuation drills, first aid equipment, safe and correct handling, marking and labelling of chemicals, machinery and work processes. The workplace, and if applicable, housing facilities, has tolerable temperature and noise level, adequate ventilation, sufficient lighting, clean toilet facilities, drinkable water and, if applicable, sanitary facilities for food storage.

3. ANTI CORRUPTION

No form of extortion and bribery, including improper offers for payments to or from employees, or organisations, is tolerated.

4. COMPLIANCE

HULTAFORS GROUP requires the Supplier and its subcontractors to comply with the CODE OF CONDUCT, which may request higher standards than required by national laws. Upon request, a Supplier must, by way of providing information and/or allowing access to premises to HULTAFORS GROUP or its representative, verify to HG's reasonable satisfaction, that the Supplier and its subcontractors comply with the CODE OF CONDUCT.

5. OBLIGATION TO INFORM

It is the responsibility of the Supplier to ensure that its employees and subcontractors are informed about and comply with the CODE OF CONDUCT.



OurWorld Production Code

STORMTECH realise that we need to take responsibility for our world. Not only do they comply with all applicable environmental regulations and laws in the countries of production, but have gone a step further to create their own ethical production code.

The STORMTECH OurWorld Production Code ensures that no materials used in the production of STORMTECH gear contain any substances that are harmful to the environment.

Requirements are detailed for production facilities in the areas of air, water, and noise pollution, as well as recycling in order to minimise the impact they have on their surroundings.

Every production facility used by STORMTECH provides their consent to upholding this code.

Before doing business with any third party manufacturer STORMTECH visit their facility to see first-hand if they can meet their environmental standards. The requirements of this code illustrates their support of the International Standard

Organisation's 14000 series of environmental standards, as well as other key international environmental initiatives.

STORMTECH are committed to protecting our world and conserving its natural resources. It's a healthy choice for the planet, and for the consumer who wears STORMTECH Performance Apparel.

OUR COMMITMENT:

At SDL Group Limited we are committed to managing our operations and services in a way that is environmentally sustainable and economically feasible.

As a responsible organisation we will endeavour to comply with all applicable environmental legal and other requirements that apply to our activities, products and services.

We are committed to the implementation, maintenance and enhancement of the SDL Group Environmental Management System in order to deliver continual improvement in our environmental performance.

POLICY SCOPE:

This policy applies to all activities of the SDL Group Limited incorporating the trading brands of 'Surridge Sport', 'Incentives UK' and 'SDL Trophies'.

OUR OBJECTIVES:

SDL Group Limited, subject to sound business practice and economic practicality, is committed to achieving the following environmental objectives:

- Identifying and reducing waste streams arising from our operations and disposing of waste in a way that minimises harm to the environment
- Reducing consumption of fuel, water and energy wherever possible.
- Provide awareness training and where required job specific training for employees on environmental issues.
- Encourage suppliers and subcontractors to introduce programmes which support our environmental objectives and targets, where their activities have a significant impact on the environment.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the Company.
- Setting, monitoring and reviewing our environmental targets.
- Considering environmental issues when making new investments.

POLICY CONTROL AND REVIEW:

The SDL Environmental Management System will be reviewed at least annually and revised taking into consideration any legal changes, improvements in technology or the needs of the company.