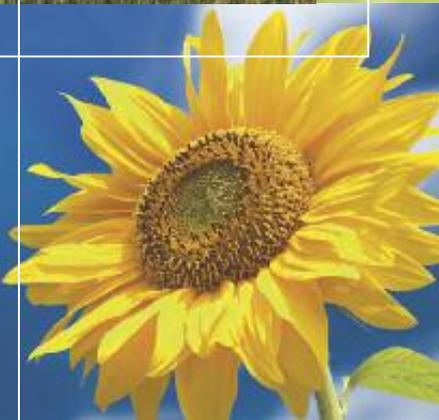




ethical  
trading  
policy



## introduction

Now, even more so than ever, it is increasingly important to be aware of the ways in which garments are supplied and manufactured.

In order to ensure that trading is practiced in an ethical manner, we require our suppliers to release information about their manufacturing processes.

We will not knowingly trade with any supplier who does not comply with all laws and regulations of the countries in which they operate.

Nearly all of the products we supply are manufactured in developing countries, it is therefore important to ensure that these workers are treated fairly and with dignity and respect. It is also crucial to ensure that we work together to help protect the environment and communities in which they live and work.



## children need their childhood

Our next generation has the right to grow up as children, they need access to education and a stable home life. We will not permit the employment of child labour in the manufacture of our products.

## the world we live in

We constantly monitor our suppliers to check that they are making ever-increasing efforts to reduce impacts on the environment. We all need to act now to help reduce the changes that are happening to our world.

## fair wages

The reason our products are made in the Far East is because of low wage costs. However employees still have to be rewarded to a fair level enabling them to provide for themselves and their families.

## fair labour practice

A safe working environment with compassionate management – not too much to expect?

## industry standards

**Oeko-tex** [www.oeko-tex.com](http://www.oeko-tex.com)



The Oeko-tex standard 100 is a globally uniform testing and certification system for textile raw materials,

intermediate and end products at all stages of production.

### Test for Harmful Substances

The internationally binding test catalogue (can be found on their website), according to oeko-tex100, is based on scientifically proven parameters and is revised annually in line with the latest legislation and research. It includes:

Substances which are prohibited by law such as carcinogenic dye stuffs.

Substances which are regulated by law, such as formaldehyde, softeners, heavy metals or pentachlorophenol.

Substances which according to current knowledge are harmful to health, but which are not yet regulated or prohibited by law, such as pesticides, allergy inducing dyestuffs or tin-organic compounds.

Parameters such as colourfastness and a skin friendly ph-value, which are precautionary measures to safeguard consumers health.

**Fairtrade** [www.fairtrade.org.uk](http://www.fairtrade.org.uk)



Fairtrade is a strategy for poverty alleviation and sustainable development. Its purpose is to create opportunities for producers and workers who have been

economically disadvantaged or marginalised by the conventional trading system.

In the Hired Labour standards, the social development criteria are intended to ensure that companies recognise and support Fairtrade as a means to increase the empowerment and well-being of their workers. They protect workers' basic rights as defined in the conventions of the International Labour Organization (ILO) relating to:

- freedom from discrimination (on the grounds of race, religion, gender, politics, and ethnic or social origin)
- freedom of association (the right to join a trade union) and collective bargaining
- fair conditions of employment (wages, working hours, overtime, sick pay, leave etc)
- no forced or child labour (minimum age of 15 years)
- occupational health and safety (a safe working environment).

To view the full list of International Labour Standards visit [www.ilo.org](http://www.ilo.org)

### Worldwide Responsible Apparel Production (WRAP) [www.wrapapparel.org](http://www.wrapapparel.org)



WRAP is an independent, non profit organisation dedicated to the certification of lawful, humane and ethical manufacturing throughout the world.

It is not enough that it's principles are subscribed to, WRAP monitors the factory for compliance with detailed practices and procedures implied by adherence to these standards.

#### Lawns and Workplace Regulations

Manufacturers of sewn products will comply with laws and regulations in all locations where they conduct business.

#### Prohibition of Forced Labour

Manufacturers of sewn products will not use involuntary or forced labour – indentured, bonded or otherwise.

#### Prohibition of Child Labour

Manufacturers of sewn products will not hire any employee under the age of 14, or under the age interfering with compulsory schooling, or under the minimum age established by law, whichever is greater.

#### Prohibition of Harassment or Abuse

Manufacturers of sewn products will provide a work environment free of harassment, abuse or corporal punishment in any form.

#### Compensation and Benefits

Manufacturers of sewn products will pay at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits.

#### Hours of Work

Manufacturers of sewn products will assure that hours worked each day, and days worked each week, shall not exceed the legal limitations of the countries in which apparel is produced. Manufacturers of sewn products will provide at least one day off in every seven day period, except as required to meet urgent business needs.

#### Prohibition of Discrimination

Manufacturers of sewn products will employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.

#### Health and Safety

Manufacturers of sewn products will provide a safe and healthy work environment. Where residential housing is provided for workers, apparel manufacturers will provide safe and healthy housing.

#### Freedom of Association and Collective Bargaining

Manufacturers of sewn products will recognise and respect the right of employees to exercise their lawful rights of free association and collective bargaining.

#### Environment

Manufacturers of sewn products will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

#### Customs Compliance

Manufacturers of sewn products will comply with applicable customs law and in particular will establish and maintain programs to comply with customers laws regarding illegal transshipment of apparel products.

#### Security

Manufacturers of sewn products will maintain facility security procedures to guard against the introduction or non-manifested cargo into outbound shipments (eg drugs, explosives, biohazards, and/or other contraband).

## The Fair Labor Association (FLA)

[www.fairlabor.org](http://www.fairlabor.org)



The missions of the 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. The FLA holds its participants – those involved at every stage of the manufacturing and marketing process – accountable to the FLA workplace code of conduct. At it's core, the FLA is built on four pillars:

#### Collaborative Action

The FLA's broad makeup provides a unique power and effectiveness to improve the situation of workers in factories across the globe. In all of its programs and initiatives, the FLA leverages the strength of its diverse membership to effect positive change in working conditions. The FLA also works with governments, other labour and human rights groups, and local trade unions and NGOs in its projects.

#### Monitoring, Transparency and Public Reporting

Companies who join the FLA commit to public reporting on the conditions in their supplier factories, to establish internal systems for monitoring working conditions and maintaining code standards, and to being part of a rigorous system of monitoring.

#### Ensuring Remediation

The FLA requires that companies work with the factories to ensure that violations of the code are corrected through development of a remediation plan. In addition, the FLA conducts verification audits to confirm ongoing progress in audited factories.

#### Third Party Complaints

Anyone – a worker, advocate, company or individual – can contact the FLA to report code violations at a factory supplying products to a member company. Complaints are confidential and are rigorously investigated. When violations are found, the FLA publicly reports them and works with all stakeholders to find sustainable solutions.



## adidas golf

Business partners must comply fully with all legal requirements relevant to the conduct of their businesses.

Forced labour, whether in the form of prison labour, indentured labour, bonded or otherwise shall not be used.

Business partners must not employ children who are less than 15 years old, or less than the age for completing compulsory education in the country of manufacture, where such age is higher than 15.

Wages must exceed the minimum required by law or the prevailing industry wage, whichever is higher, and legally mandated benefits must be provided. In addition to compensation for regular working hours, employees must be compensated for overtime hours.

Employees must not be required, except in extraordinary circumstances, to work more than 60 hours per week including overtime or the local legal requirement, whichever is less. A 24 hour rest within every seven-day period and paid annual leave is a must.

Business partners must make progressive improvement in environmental performance in their own operations. This includes: integrating principles of sustainability into business decisions, responsible use of natural resources and adoption of cleaner production and pollution measures.



## Ashworth

Ashworth will conduct their business in a manner consistent with the highest ethical standards and will seek and utilise partner companies who do the same.

Partner companies may not use child labour which is defined as anyone under the age of 14 or under the age interfering with compulsory schooling, or under the minimum age established by law, whichever is greater.

Partner companies will comply with all wage and hour laws and regulations, including minimum wage, overtime, minimum hours, piece rates and other issues involved with compensation, including providing legally mandated benefits.

Partner companies will comply with all applicable environmental legal requirements and observe environmentally conscious practices in all locations that the partner company operates.



## AWDiS

AWDiS require that all suppliers and business partners fully comply with all applicable legal and ethical standards and requirements of the countries in which they are doing business.

AWDiS requires that business partners must:

- Provide wages and benefits that meet or exceed the minimum legal requirements of each country.
- Working hours must not exceed the maximum set by each country.
- Business will not be done with businesses that employ children of local mandatory school age. If AWDiS deems work being done is inappropriate, it reserves the right to establish its own minimum age limit for vendors and suppliers on a country by country basis.
- AWDiS will not knowingly do business with suppliers that use forced labour; this includes labour that is required as a means of political coercion or as punishment for holding, or peacefully expressing, political views.
- They must conform to all legal requirements regarding environmental codes and guidelines.



## Beechfield

Beechfield is committed to upholding the highest ethical and environmental standards and seek suppliers who share the same view.

Beechfield operates according to their ethical policy, that protects and rewards every individual involved in the manufacture and supply of their products.

The Beechfield ethical policy references and respects local laws, with regards to wages, health and safety, workers' welfare and human rights. It expressly forbids the use of coerced/forced labour, including child workers.

Field based staff carry out full audits on all Beechfield manufacturing partners to ensure ethical standards are constantly maintained.

Beechfield endeavour to protect the quality of the environment through sound environmental practice. Manufacturing partners must meet or exceed all local environmental laws and regulations.

Beechfield promote energy efficiency and the reduction of waste at every stage of production.





## Canterbury

Canterbury's suppliers should apply the higher standard between legal minimum requirements within their own country and Canterbury standards.

Suppliers must observe and fully apply local laws or regulations on employment protection matters such as minimum wages, equal pay, hours of work and overtime.

Suppliers must not employ children where to do so would disadvantage their education or development. A child is defined as any person below the minimum age for completion of compulsory schooling, or 15, whichever is greater.

Workers must not have to work for any period of time against their will, or under the threat penalty and forced labour is prohibited.

Suppliers must provide a safe place of work and keep to all local laws relating to health, safety and welfare in the workplace. This requirement also applies to any accommodation provided for the workplace.

Canterbury is committed to conducting its operations to meet the needs of customers whilst ensuring at all times these operations have the least possible impact on the environment. Suppliers must manage all waste that they generate in accordance with the local laws or in such a way as to avoid harm to the environment or to the local population.

Canterbury's staff or their representatives may make inspections of factories producing goods for Canterbury within 24 hours notice supplied.

A copy of Canterbury's code is available upon request.



## Dickies

Dickies and its suppliers must ensure that:

- Where it is necessary for a factory to support its workforce the dormitory should not be in the same building as the factory and each employee should have an individual sleeping area with privacy curtain and with adequate lighting and ventilation.
- The age of the employee meets the legal minimum for that country or 16 whichever is greater.
- Forced labour is not used (including prison labour) or compulsory labour.
- Employees do not work excessively long hours without a rest period.
- Rates of pay must be at least that determined by the Government, Local Authorities or Trade Union negotiations.

Dickies are committed to environmental protection:

- Wherever possible, recycling of manufacturing waste should be considered.
- The use of AZO dye stuffs is strictly forbidden.
- Dickies will visit and approve every factory prior to any manufacturing being undertaken. From thereon visits are undertaken at least every two years.



## Fruit of the Loom

Fruit of the Loom strives to carry out all business to the highest ethical standards, this includes the way in which garments are manufactured. These standards form the foundation of the Fruit Code. It is a code of conduct that outlines Fruit of the Loom's commitment to minimising the impact it has on the environment, and to making a positive contribution to the communities in which it works.

Fruit of the Loom ensures that the same strict rules apply to all of its suppliers, distributors and any of its business partners.

Fruit of the Loom goes to great lengths to ensure all its garments are environmentally friendly. It uses eco-friendly dyes, packaging is made from recycled materials and fuel usage is constantly being reduced. The new manufacturing plant in Morocco has also been carefully designed to be as energy efficient as possible.

Working conditions at all Fruit of the Loom premises are second to none and comply with all the latest laws on everything from discrimination and human rights to working hours and health and safety.

A copy of the Fruit Code booklet which includes the company's Code of Conduct is available upon request.



## Gildan

Gildan firmly believes in labour practices that not only comply with the laws in effect but also correspond to industry best practices. Gildan is committed to ensuring that the highest environmental standards are met both within the company and by its manufacturers and suppliers.

Gildan's labour compliance program was accredited by the FLA in 2007 after an extensive external review of the company's labour program and practices. Their sewing plants are WRAP (Worldwide Responsible Accredited Production) certified and in 2008, the Oeko-Tex Standard 100 Certification was renewed for the fourth consecutive year.

Gildan not only conducts regular internal monitoring of its working conditions – including health and safety as well as respect for the environment – but it is also audited by third parties such as the FLA or customers who show up unannounced at the facilities. All of Gildan's facilities in Central America and the Caribbean Basin include cafeterias where workers get subsidised meals as well as clinics staffed with doctors and nurses. Transportation is also available to workers.

In 2002 Gildan created an environmental code of practice (ECP) to ensure that existing and new supplies do not contain substances that are harmful to the environment.

Gildan is in the process of strengthening its environmental management system and in 2008, a waste management system was implemented which has permitted Gildan to increase recycling and reduce the quantity of waste sent to landfills.



## Glenmuir

Glenmuir deal only with responsible suppliers, who do not employ under-aged persons and provide all of their employees with working conditions which are safe and healthy.

Glenmuir is aware of Convention No. 138 of the "International Labour Organisation" This is normally cited as the "Minimum Age Convention 1973" and it seeks the abolition of child labour and the fullest possible physical and mental development of young persons in an employment environment. The convention remains in force and in general requires that no child under the age of 15 years be employed.

In respect of all supplies from overseas Glenmuir will at all times:

- Seek only to deal with suppliers that conform to the requirements of the convention.
- Undertake inspections of the work places no less numerous than once per year to audit the validity of the declarations noted above and to audit the supplier's adherence to the terms of the Convention and also to confirm that the conditions of employment are (having due regard to the circumstances) both safe and healthy.
- Avoid contracting with and/or refuse to renew or extend any contract where the suppliers fail to conform to the Convention or to provide safe and healthy conditions in the workplace.



## Golden Finishes

Golden Finishes will aim to trade ethically and will do so by:

- Not taking advantage of lower employment or manufacturing costs in developing countries.
  - Adhering to any government recognised trading sanctions.
  - Actively considering paying suppliers from developing countries an additional bonus upon satisfactory completion of a project.
  - Not trading with those countries which its directors believe are violators of human rights.
  - Refusing to work with any client or prospective client which Golden Finishes have reason to believe are exploiting humans, animals or the environment unfairly.
- In all activities, working practices and business relationships Golden Finishes are committed to protecting, conserving and enhancing all aspects of the environment over which they have control or influence.

To deliver this policy Golden Finishes will:

- Ensure all activities comply with relevant environmental legislation and perceived best practice.
- Use resources wisely by reducing resource use and reusing or recycling materials wherever possible.
- Require suppliers to provide goods and services with the minimum adverse environmental impact and give preference to environmentally aware suppliers wherever possible.



## Hanes

Hanes brands has a strong commitment to treating employees fairly, and with dignity and respect and believe in doing business with suppliers who share this commitment.

Child labour: Suppliers will not employ individuals in violation of the local mandatory school age, or under the legal employment age in each country where they operate. Under no circumstances will Hanes brands employ individuals below the age of 15, even if local regulations would allow this to do.

Compensation: Suppliers will, at minimum, comply with applicable wage and hour laws and regulations, including those relating to minimum wages.

Forced labour: Suppliers will not use forced or involuntary labour whether bonded, prison or indentured, including debt servitude.

Environment: Suppliers will comply with all applicable environmental laws and regulations, and will favour suppliers who seek to reduce waste and minimise the environmental impact of their operations.

All suppliers need to be WRAP certified or in the process of obtaining this certificate.



SKINNIFIT SKINNIFITMEN



larkwood™

## Henbury

Henbury fully recognises the importance of the people and the countries where they manufacture. Any associated supplier must share the commitment to fair and safe working practices.

All manufacturing locations are inspected every day by local representatives ensuring that working conditions are to the very highest standard with strict adherence to minimum age, worker health and safety and working conditions.

All factories must, in addition, operate in full compliance with all of their country's labour laws, and any applicable rules and regulations. All workers within these locations must be treated with dignity and respect and must not be subject to physical, verbal, sexual or psychological harassment in connection with their employment.

All suppliers and factories must adhere to all applicable labour laws including those related to hiring, wages, hours worked, overtime and working conditions.



## KARIBAN

### Kariban

Kariban only purchase goods from suppliers and contractors whose code of practice on health and safety are as follows:

- They adhere to AZO dye European Union legislation, Oeko-Tex standard 100 requirements.
- They do not use or condone the use of any labour which has been forced or coerced and includes prison labour as well as child labour.
- They subscribe to the payment of proper and legal wages and benefits. Working hours should not exceed the local allowance for overtime and they should encourage one day in seven as a holiday in accordance with or subject to local practices.



## KUSTOM KIT<sup>®</sup>



### Kustom Kit/Xpres

Kustom Kit adopts a rigorous selection process for garment manufacturers ensuring only those that are totally committed to exceeding high ethical standards become appointed suppliers.

Each appointed manufacturer must 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.
- Working hours must not exceed those set out by local legislation and overtime must be voluntary.
- Good working conditions must prevail. The provision of adequate wash room facilities and a canteen is essential.
- Living accommodation should be provided to staff where necessary.

Kustom Kit is also dedicated to protecting the environment and purposely seeks suppliers who take positive action to minimise both waste and the impact of their manufacturing process on the surrounding environment.

To view Kustom Kit's full ethical policy please refer to the back of their brochure or visit the website.



### Lea Sportswear

Lea Sportswear approve and inspect all of their suppliers personally, so can guarantee that their commitment to high ethical and environmental standards are set.

Lea Sportswear follow the standards met by WRAP, which requires that working conditions in suppliers' factories are safe.

Working hours must not exceed local maximums and overtime must be voluntary.

Children must not be employed below the minimum working age set by the individual country.

Forced labour is prohibited and all suppliers must employ based on equal opportunities and non racist policies.

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

Lea Sportswear require suppliers to comply with all local environmental laws and legislation.



### The Magic Touch GB Limited

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





## Pen Duick

Pen Duick requires all business partners to supply an ethical trading policy and will only contract with those companies who respect the following code of practice on health and safety.

Minimum conditions are as follows:

They do not use or condone the use of labour which has been forced or coerced, this includes prison labour as well as child labour. No children younger than the minimum age established by law or under an age interfering with compulsory schooling shall be employed.

The work environment shall be free from abuse, harassment, intimidation or physical punishment.

Total working hours do not exceed the maximum legal limits. They shall encourage one day in seven as a holiday in accordance with or subject to local practice.

Wages must be at least the minimum required by law.



Best in Town

## PF Concept

PF Concept places the utmost priority on ensuring compliance with all laws, regulations and social responsibility and requires that all suppliers and manufacturers share this view.

PF Concept has a team of quality engineers and QC inspectors in addition to social and environmental compliance auditors, all of which combine to assist in managing social, product, safety, health and environmental responsibilities.

PF Concept is committed to full compliance with EU product, safety, health and environmental laws.

Development and implementation of prudent practices, within PF Concept's global facilities will often go beyond common regulatory compliance.



## Premier

Premier Clothing Ltd strives to conduct business to the highest levels with suppliers by the way of ethical audits which include employment ethics, health & safety practices and environmental practices.

Premier works closely with its suppliers ensuring that the audits and code of conduct are met; these are fair, achievable, and easy to check, and promote the ongoing development of its suppliers. This is based on the International Labour Organisation (ILO) conventions and recommendations. The code is backed-up by a process of self-evaluation and independent inspections to make sure that the standards are kept to and that they are traceable.

Premier Clothing does not condone the use of child or forced labour in accordance with the conventions and recommendations set by the ILO.

The Eco – Label system allows Premier Clothing Ltd to carry the distinctive 'Flower' brand for its product manufactured using Klopman fabrics verified by the European Union as having been manufactured in an environmentally responsible and sustainable way.

Premier Clothing Ltd has a number of suppliers that are WRAP certified. Premier also carries an extensive range that has been Oeko- Tex standard 100 certified.



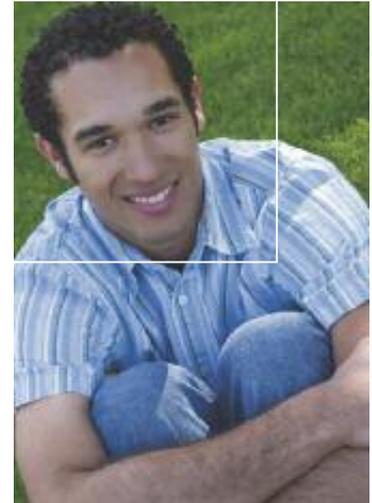
## Progressive Safety

Progressive Safety's objective is to ensure that all suppliers demonstrate high standards of ethical trading, and believe in protecting the legal, ethical and moral rights of their workers in European and third world countries.

Progressive Safety will not knowingly trade with any supplier who employ children under the legal employment age within that country and prison labour is prohibited.

Progressive Safety insist that supplier policies are structured around the following points:

Legal and ethical standards, wages and benefits, working hours, child labour, prison/forced labour, disciplinary procedures, discrimination, health and safety and environmental requirements.





## Regatta

The Regatta ethical policy is designed to ensure full compliance with ethical sourcing standards by building proper partnerships with their factories so that they can maintain high quality standards and work on all ethical issues.

Child labour is not tolerated by Regatta. 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.

Regatta does not condone and will not be party to any form of forced or involuntary labour.

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

The work environment shall be free from abuse, harassment, intimidation or physical punishment of any sort. Regatta and third party organisations carry out interviews with workers in confidence to ensure there are no cases of bullying, abuse and discrimination.

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.

Accommodation if provided, should be clean, safe and in good repair.



## Result

Result demands all suppliers pursue correct environmental practices, including the recycling of waste materials and the re-circulation of waste heat generated in the dyeing process.

Result actively encourages all suppliers to have full compliance with REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and ensure no harmful chemicals – to any human or environment – are used in products bearing the Result brand.

Result does not permit the employment of workers under the minimum age established by local law or below the compulsory school-going-age, whichever is greater. In no case shall Result permit the employment of individuals under the age of 16.

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.



## RTY

RTY will only do business with vendors and suppliers that share the company's adherence to high legal, ethical and moral standards. The following guidelines have been developed to ensure consistent compliance by all suppliers and vendors and insist that they:

- Provide reasonable wages and benefits that equal or exceed the prevailing local industry standard.
- Comply with the prevailing local working hours and do not exceed them, except for appropriately compensated overtime.
- Child labour is prohibited, vendors must not employ people in violation of local mandatory school age or under the legal employment age in each country.
- Suppliers must not use involuntary, indentured or forced labour, including prison labour that is not on a voluntary basis.

RTY will only use those vendors and suppliers who share the company's commitment to the community and the environment. Furthermore RTY will seek business partners who demonstrate a commitment to progressive environmental practices and to preserving the earth's resources.



## Russell Europe

Russell is continually working to become one of the first major clothing companies to have its factories fully accredited for the new WRAP standard.

WRAP ensures that all Russell garments are produced in accordance with the following principles:

- Suppliers will not use forced labour, indentured, bonded or otherwise.
- Manufacturers will not hire any employee under the age of 14, or under the age interfering with compulsory schooling, or under the minimum age established by law, whichever is greater.
- Suppliers will pay at least the minimum compensation required by local law, including all mandated wages, allowances and benefits.
- Suppliers will ensure that hours worked shall not exceed the legal maximum hours in the countries in which apparel is produced.
- Manufacturers will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all location where they operate.





## Stormtech

All employees and business partners of Stormtech must adhere to the following principles:

Stormtech does not employ any individual under the age of 15 (or 14 where national law dictates) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

Forced labour is not used, whether in the form of prison labour, indentured labour, bonded labour, or otherwise.

Employees are paid at least the minimum wage, or prevailing wage (whichever is higher)

Maximum work hours per week are capped at 60, unless the legal maximum requires even less. Employees are provided with at least one day off in seven.

Stormtech abides by all local laws relating to pregnant workers, including but not limited to rest breaks and adequate seating.

Stormtech complies with applicable national environmental regulations and laws.



## Union Leisurewear

Union Leisurewear and its partners are committed to being an Equal Opportunity Employer. The company shall ensure that no applicant or employee will be discriminated against on the grounds of their sex, marital status or ethnic origin during the course of their daily work.

They are committed to the development and promotion of products, processes and services to reduce waste and encourage recycling, and to adopt environmentally responsible policies and practices throughout their operations. Action will be taken wherever appropriate to ensure that all aspects of this policy are recognisable in their operations by supply and distribution sales.

All paper pulp is derived from self-sustaining forests that meet with world guidelines on sustainability and any business growth will be borne from new sustainable stocks.

All papers are Green-e Certified.

Union Leisurewear, its associated companies and suppliers do not employ child labour of any kind and are guided by country and international law and supports UNICEF and the ILO in its work. They work very closely with their suppliers to ensure that the law is upheld in relation to child labour.



## Wombat

Wombat goods must have been produced:

- Lawfully, through fair and honest dealing
- Without exploiting the people who made them
- In decent working conditions

Wombat does not condone the use of child labour in accordance with the conventions and recommendations set by the ILO.

Wombat's suppliers also have to comply with the code of conduct supporting, employment ethics, health & safety practices and environmental practices. Wombat has a number of suppliers that are WRAP certified. Wombat's Fairtrade products carry full Fairtrade Certification, its factories and farmers are audited by the Fairtrade Foundation, which guarantees a better deal for third world producers.





