

CODE OF CONDUCT FOR SUPPLIERS

Our suppliers (contractors) to respect core labor standards in their operations.

Products delivered to the county/region should be manufactured in conditions that are compatible with.

LOS's eight core conventions numbers 29, 87, 98, 100, 105, 111, 138, 182

UNCR, Article 32

Work related health and safety legislation in the country of manufacture the labor laws, including laws on minimum wage and social security insurance, country of manufacture.

HUMAN RIGHTS

The supplier must respect human rights under the UN definition.

PRINCIPLES AND RIGHTS

National legislation

The laws of countries where the supplier is based must be complied with and is always a minimum level of labor conditions.

Sets national higher standards than the ILO conventions, and UN.

Declaration of human rights should always be followed.

The elimination of the Child Labor (ILO 1387 and 182)

Child labor, as defined in ILO Convention, must not occur and the company has a responsibility to developed socially and economically sustainable alternatives (e.g., education) to child in case occur.

The elimination of forced labor (ILO 29 and 105)

Taking advantage of some form of forced or prison labor will be not accepted.

The elimination of discrimination (ILO 100 and 111)

Discrimination on the basis of ethnicity, gender, religion, social origin, disability, political opinions or sexual orientation is not allowed.

Wages and working hours.

Salary will be paid directly to the employee at the agreed time and in full. The national statutory minimum wage is the lowest acceptable salary level.

Weekly working time must not exceed the legal time, and overtime must be paid.

Freedom of association and collective bargaining (ILO 87 and 98).

In countries where freedom of association is limited or in development, the supplier will ensure that employees can meet with management to discuss wages and working conditions without negative consequences.

ENVIROMENT

The company will strive to reduce both its energy and resource consumption as waste and emissions to the atmosphere, ground and water. Chemicals must be handled in one of man and nature safely.

HEALTH AND SAFETY

The work environment should maintain a level consistent with international guidelines. Employees must be informed about the possible health risks of their work. All employees should have access to and use appropriate safety equipment.

INSPECTION

By supplier, President/authorized signatory signing the document to certify that provider, and any subcontractors, comply with the requirements formulated in this document. The signature gives us the right to inspection, or otherwise, examining the document requirements compliance.

Kanwar TextileGroup AB

Mansoor Kanwar

2021-01-01

