

GLOBAL CODE OF CONDUCT

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The Choice cares



We want you to enjoy our clothing and join us in our effort to conserve, recycle and improve our world. We are committed to maintaining and upholding responsible workplace and environmental standards. We only work with factories and partners who share our values of a humane and safe workplace. We care about sustainability and we have taken many steps to attend the environment. We know that we have a long way to go, but we are committed to increasing our sustainability efforts. That's why we have implemented a strict Labour Code of Conduct as well as Fair Trade rules, to which all our manufacturing facilities (including subcontractors) must comply.

The Choice contains exclusively green brands.

Most products in The Choice (Lemon & Soda, Gildan and Stedman), and most Macseis and Lemon & Soda Private Label Concept products are being produced under Oeko-Tex standards and with respect for all business ethics, including the Ilo Convention requirements.

Best regards,
HMZ Fashiongroup B.V.

HMZ FASHIONGROUP B.V.

International Code of Conduct

Be sensible, be responsible and try to make a difference. This is what we aim for and in doing so we expect the same of our suppliers. We are all responsible for activities carried out in our name. Together we can change the world.

By setting high ethical standards and by involving our suppliers, we do our utmost to provide decent working conditions for the employees producing our products. We only trade in garments that have been produced under these dignified working conditions. Our Code of Conduct is based on the conventions of the International Labour Organisation (ILO) and the Universal Declaration on Human Rights. Where clarifications of ILO Conventions are required, we follow ILO Recommendations and existing jurisprudence. The Business Social Compliance Initiative (BSCI), Oeko-Tex 100, Organic Content Standard (OCS) and Worldwide Responsible Accredited Production (WRAP) are also considered in this Code of Conduct.



EMPLOYEES' RIGHTS

Employees have free will. There will be no use of forced, including bonded or prison, labour. All employees have finished compulsory schooling and are at least 15 years old. Children between 15 and 18 years old do not carry out work that is likely to harm their health, safety or morals. Opportunities are equal to all employees, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, social origin, deficiencies, or handicaps. Employees have the right to form and join trade unions to bargain collectively. When the right to freedom of association and collective bargaining are restricted under law, we will facilitate parallel means of independent and free association and bargaining for everyone. Workers' representatives are not the subject of discrimination and will have access to all workplaces necessary to carry out their representation functions.

EMPLOYEES HAVE **FREE WILL**

WAGES AND WORKING HOURS

Wages and benefits paid for a standard working week meet at least legal or industry minimum standards and are always enough to meet the basic needs of employees and their families and to provide some discretionary income. Deductions from wages for disciplinary measures are not permitted. Deductions from wages are only allowed when permitted by law but never constitute an amount that leads the employee to receive less than the minimum wage. Employees are adequately and clearly informed about the specifications of their wages including wage rates and pay period. Hours of work comply with applicable laws and industry standards. In any event, employees are not allowed to work more than 48 hours a week on a regular basis. They are provided with at least one day off for every seven-day period. Overtime is voluntary, doesn't exceed 12 hours per week, is not demanded on a regular basis and is always compensated at a premium rate.

WORKING CONDITIONS

A safe and hygienic working environment is provided, and best occupational health and safety practice is promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Appropriate attention is paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations are implemented to prevent accidents and minimize health risks as much as possible. Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer is strictly prohibited.

LABOR LEGISLATION IS ALWAYS **RESPECTED**

LEGALLY-BINDING EMPLOYMENT RELATIONSHIP

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship are not avoided using labour-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger employees are given the opportunity to participate in education and training programs.

USE OF THIS CODE OF CONDUCT

This Code of Conduct specifies minimum standards only. National and international laws and labour legislation should always be respected. The Code of Conduct is not used against employees in any way. We expect all our business partners – from the component sourcing through to the final garment production process – to fully comply with these standards. We make sure that our contractors, subcontractors, suppliers, and licensees abide by this Code of Conduct and work towards the verification of these standards. We stipulate that contractors, subcontractors, suppliers, or licensees who demonstrably fail to comply with one or more of the standards laid down in this Code of Conduct, take appropriate measures to ensure that the situation is improved. If necessary, the offending party is sanctioned by cancellation of its contract, prohibiting it from producing or organizing the production of garments for us.

HMZ FASHIONGROUP B.V.

