















Brand Policies 2009




22.04.09





| Brand              | Country of Origin                                                                                                | No Child Labour                                                                     | Ethical Policy Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Environmental/Recycling Policy Information                                                                                                                                                                                                                                                                         |
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| <b>Bolle</b>       | <ul style="list-style-type: none"> <li>• China</li> <li>• Taiwan</li> </ul>                                      |    | <ul style="list-style-type: none"> <li>• Products are made using machine moulds</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>• All cardboard and paper is recycled from the UK office.</li> </ul>                                                                                                                                                                                                        |
| <b>Bruntwood</b>   | <ul style="list-style-type: none"> <li>• Egypt</li> <li>• United Arab Emirates</li> <li>• Philippines</li> </ul> |    | <ul style="list-style-type: none"> <li>• Staff are trained</li> <li>• No forced labour</li> <li>• Fair and safe working conditions</li> <li>• No discrimination based on age, race religion etc.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>• Recycling all paper</li> <li>• Minimising packaging</li> </ul>                                                                                                                                                                                                            |
| <b>Caterpillar</b> | <ul style="list-style-type: none"> <li>• China</li> </ul>                                                        |    | <ul style="list-style-type: none"> <li>• Employees have the right to express their good-faith opinions about how they can improve their own performance and the performance of the company.</li> <li>• Caterpillar selects employees, and places them in positions, based on their personal qualifications and skills for the job.</li> <li>• They encourage self-development and will assist employees in mastering their current jobs and improving their job skills.</li> <li>• Work environments free of intimidation and harassment.</li> <li>• They support and obey laws that prohibit discrimination everywhere they do business.</li> </ul> | <ul style="list-style-type: none"> <li>• By 2010 reduce customer greenhouse gas emissions by 20%</li> <li>• They establish and adhere to environmentally sound policies and practices in product design, engineering, and manufacturing.</li> </ul>                                                                |
| <b>Continental</b> | <ul style="list-style-type: none"> <li>• Turkey</li> <li>• Not Uzbekistan</li> </ul>                             |  | <ul style="list-style-type: none"> <li>• Manufacturing facilities audited by the Fair Wear Foundation.</li> <li>• Products certified by OEKO-Tex 100 standard, guaranteeing the safety of textiles and dyestuffs to human health.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>• Licensed under Global Organic Textile Standard (GOTS)</li> <li>• Biodegradable and recycled packaging</li> <li>• Low-energy lighting</li> <li>• High tech water treatment on-site</li> <li>• Full waste recycling Adopting environmentally friendly production</li> </ul> |
| <b>Cottover</b>    | <ul style="list-style-type: none"> <li>• China</li> </ul>                                                        |  | <ul style="list-style-type: none"> <li>• Respect of different legal requirements</li> <li>• Code of conduct in all factories involved in production</li> <li>• Regular controls in factories</li> <li>• Fair salary &amp; working hours</li> <li>• Good working conditions</li> <li>• Freedom to join unions</li> <li>• Education programmes/schools and donations to UNICEF</li> </ul>                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Strive to decrease the use of raw materials, the discharge of unnatural waste, air pollution as well as water and energy consumption.</li> <li>• Looking at alternative transport possibilities</li> </ul>                                                                |






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| <b>Denny's</b>       | <ul style="list-style-type: none"> <li>China</li> <li>Pakistan</li> </ul>                                                                                                      |    | <ul style="list-style-type: none"> <li>Goods must be produced lawfully</li> <li>Provide a safe and healthy work environment</li> <li>No discrimination based on race, sex, religion, age etc</li> </ul>                                                                                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>No damage to the environment</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Dickies</b>       | <ul style="list-style-type: none"> <li>China - Largest supplier</li> <li>Vietnam</li> <li>India</li> <li>Morocco</li> <li>Poland</li> <li>Lithuania</li> <li>Others</li> </ul> |    | <ul style="list-style-type: none"> <li>Comply with laws</li> <li>Must have health &amp; safety in the workplace</li> <li>Not knowingly work with any business that uses forced labour</li> <li>Not knowingly work with any business that uses corporate punishment</li> <li>Workers should be employed based on their ability.</li> <li>Workers to work no more than 60hrs a week except compensated overtime</li> <li>Betterment of wages</li> </ul>                                                                                                                               | <ul style="list-style-type: none"> <li>Where possible recycling of manufacturing waste should be considered</li> <li>The use of AZO dye is strictly forbidden</li> </ul>                                                                                                                                                                                                                                                                                            |
| <b>EarthPositive</b> | <ul style="list-style-type: none"> <li>India</li> <li>Not Uzbekistan</li> </ul>                                                                                                |   | <ul style="list-style-type: none"> <li>Manufacturing facilities audited by the Fair Wear Foundation.</li> <li>Being licensed by FLO – Fair-trade Labelling Association.</li> <li>Products certified by OEKO-TEX 100 standard, guaranteeing the safety of textiles and dyestuffs to human health.</li> </ul>                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Low-carbon manufacturing using wind and solar power.</li> <li>Carbon neutral facilities</li> <li>Reduced greenhouse gas emissions</li> <li>Low water footprint</li> <li>Sustainable</li> <li>Biodegradable packaging</li> <li>No Airfreight policy</li> <li>Reduced carbon footprint of all products by 90%</li> <li>Adopting environmentally friendly production</li> </ul>                                                 |
| <b>Fanshirt</b>      | <ul style="list-style-type: none"> <li>Bangladesh</li> </ul>                                                                                                                   |  | <ul style="list-style-type: none"> <li>Good working conditions, health, hygiene and safety requirements must prevail and can be independently verified.</li> <li>No forced labour permitted</li> <li>Children must not be employed below the minimum legal age of the individual country</li> <li>Employees paid no less than the legal minimum wage</li> <li>Working hours must not exceed those set by local legislation</li> <li>Paid holiday and sick days available to employees</li> <li>Maternity leave available</li> <li>Workforce is free to join trade unions</li> </ul> | <ul style="list-style-type: none"> <li>Suppliers must have an AZO free certificate, OEKO TEX 100 certificate and meet the natural environmental quality standard</li> <li>In compliance with the new European regulation concerning the use of chemical substances conducted by the European Chemical Agency (ECHA)</li> <li>Gas run facilities is lieu of petrol or coal run factories – lower CO2</li> <li>FanBio products made on 100% organic cotton</li> </ul> |



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| <p><b>Fruit of the Loom</b></p> | <ul style="list-style-type: none"> <li>• USA</li> <li>• Australia</li> <li>• Morocco</li> </ul> |  | <ul style="list-style-type: none"> <li>• Compliance with the law</li> <li>• Health &amp; safety at work meet or exceed applicable laws</li> <li>• No forced labour</li> <li>• No harassment or abuse or Discrimination</li> <li>• Working hours not to exceed 48hrs per week &amp; 12 hrs overtime</li> <li>• At least 1 day off in a 7 day period</li> <li>• Fair wages</li> <li>• Freedom of association for employees</li> <li>• Customs compliance</li> <li>• Security – guard against un-manifested cargo –drugs</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>• Compliance with all local laws protecting the environment</li> <li>• Strive to minimise waste and maximise recycling</li> <li>• Proper storage and disposal of hazardous substances</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <p><b>GILDAN</b></p>            | <ul style="list-style-type: none"> <li>• Refer to individual garment label</li> </ul>           |  | <ul style="list-style-type: none"> <li>• Does not use forced labour</li> <li>• Does not employ any person under 18 years old</li> <li>• Work hours do not exceed 60 hrs a week including regular and overtime hours</li> <li>• Take all necessary measures in order to provide a safe and healthy working environment for all</li> <li>• Every employee is to be treated with respect and dignity</li> <li>• Do not discriminate on the basis of race, gender, religion, age, disability, physical appearance, pregnancy, sexual orientation, nationality etc</li> <li>• Pay the legal minimum wage or prevailing industry wage, whichever is higher. Compensate all overtime hours worked.</li> <li>• Comply with all provisions for legally mandated benefits</li> <li>• Comply with country environmental regulations and laws</li> <li>• Recognize and respect the right of employees to Freedom of Association and Collective Bargaining</li> <li>• Discipline and Termination procedures are standardized and include a series of warnings prior to suspension or dismissal</li> <li>• When authorized, employees can leave the facility and are not penalized and have free and reasonable access to drinking water and toilet facilities</li> <li>• Employees are permitted to lodge grievances in a systematic matter</li> <li>• Abide by all international laws regarding pregnancy status</li> </ul> | <ul style="list-style-type: none"> <li>• Comply with applicable country environmental regulations and laws</li> <li>• Minimise the environmental impacts of operations</li> <li>• Set environmental objectives and targets, and periodically evaluate environmental performance</li> <li>• Train employees to ensure they acquire the skills and knowledge necessary to perform their job with respect for the environment</li> <li>• Make the environmental policy available for the public</li> <li>• Encourage suppliers and contractors to adopt sound environmental management practices</li> <li>• Consider environmental issues in business decisions</li> <li>• Include environmental management among their highest corporate priorities</li> <li>• The use of raw materials, dyes and chemicals complies with local legislation and Gildan's Environmental Code of Practice</li> <li>• Biochemistry preferred to traditional chemistry</li> <li>• Recycle condensed heat</li> <li>• Reduction in solid wastes</li> <li>• Oeko-Tex Standard 100 certification</li> <li>• Soil contamination prevented by integrating recycling processes at all of its facilities</li> <li>• Biological wastewater treatment system- pH is naturally stabilised in water from the factory before being released into the nearest river</li> </ul> |

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|                        |                                                                                                                                                                                                                                                                                                      |                                                                                     | <p>and working conditions for pregnant workers</p> <ul style="list-style-type: none"> <li>• Maintain files on documentation to demonstrate compliance with Code of Conduct</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Hanes/ Steadman</b> | <ul style="list-style-type: none"> <li>• Majority Bangladesh</li> <li>• Elsewhere</li> </ul>                                                                                                                                                                                                         |    | <ul style="list-style-type: none"> <li>• Complies with laws</li> <li>• Supports fundamental human rights</li> <li>• No forced labour</li> <li>• No punishment/physical abuse</li> <li>• No discrimination</li> <li>• Work environment free from harassment, intimidation and abuse.</li> <li>• Each facility to have own safety programmes.</li> <li>• Contribution to economic &amp; social issues where it operates</li> </ul>                                                                                                                                                          | <ul style="list-style-type: none"> <li>• Strives to continuously improve environmental performance through resource conservation, waste minimization, water and energy efficiency</li> <li>• Effective use of raw materials</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Helly Hansen</b>    | <ul style="list-style-type: none"> <li>• Portugal</li> <li>• Cocos (Keeling) Islands</li> <li>• Vietnam</li> <li>• Sri Lanka</li> <li>• Thailand</li> <li>• Poland</li> <li>• Turkey</li> <li>• Belarus</li> <li>• Sweden</li> <li>• UK &amp; Ireland</li> <li>• Hungary</li> <li>• India</li> </ul> |    | <ul style="list-style-type: none"> <li>• Will not buy from countries where there are Human Rights Concerns</li> <li>• Do not tolerate Slave, Bonded or illegal workers or Prisoners being used in the production of Helly Hansen goods</li> <li>• Workers should receive the minimum wage prescribed by national law or the prevailing industry wage whichever is higher.</li> <li>• No worker is to be discriminated against because of race, ethnic background, gender, religion, age, disability, marital status etc</li> <li>• The work environment must be clean and safe</li> </ul> | <ul style="list-style-type: none"> <li>• Production and sourcing of raw materials must not harm the natural environment in any way nor directly threaten people's health, safety or working environment.</li> <li>• Will not knowingly use banned chemicals</li> <li>• Will comply with government initiatives such as REACH</li> <li>• Will work with Bluesign to improve the sustainability of the entire supply chain including, energy use, chemical use, emissions and water usage</li> <li>• Will comit to finding and using more environmentally sound alternatives</li> <li>• Use recycled or recyclable packaging for products</li> <li>• Comit to using recyclable bags in stores</li> <li>• Continue to create own initiatives such as – Keep The Water Blue in Japan</li> <li>• Plan business to minimise internal travel</li> </ul> |
| <b>Homewin</b>         | <ul style="list-style-type: none"> <li>• China</li> </ul>                                                                                                                                                                                                                                            |  | <ul style="list-style-type: none"> <li>• No forced labour</li> <li>• Freedom of association</li> <li>• No discrimination</li> <li>• Safe &amp; hygienic workspace</li> <li>• All employees of legal working age for that country</li> <li>• At least national minimum wage</li> <li>• Workers not required to work more than 48 hours a week</li> <li>• No physical abuse</li> </ul>                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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| <b>Kustom Kit</b> | <ul style="list-style-type: none"> <li>• China</li> <li>• Bangladesh</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                   |    | <ul style="list-style-type: none"> <li>• Children must not be employed below the legal minimum age required by the law of the individual country</li> <li>• Employees are to be paid no less than the legal minimum wage as required by the law of the individual country</li> <li>• Working hours must not exceed those set out by local legislation and overtime must be voluntary</li> <li>• Maternity leave must be made available to all female employees</li> <li>• Good working conditions must prevail. The provision of adequate wash room facilities and canteen are essential</li> <li>• Primary medical care must be provided on site</li> <li>• Living accommodation should be provided to staff where necessary</li> </ul> | <ul style="list-style-type: none"> <li>• Strive to minimise the adverse effects on the environment and the earths natural resources, whilst safeguarding the health &amp; safety of employees and the public</li> <li>• Comply or exceed relevant legislative requirements</li> <li>• Encourage manufacturing suppliers to recognise their environmental responsibilities and offer support to help them implement sound environmental health &amp; safety policies</li> <li>• Design &amp; manufacture products with consideration for the environment</li> <li>• Reduce the environmental impact caused by our products/activities</li> </ul>                                                                                                                               |
| <b>Mascot</b>     | <ul style="list-style-type: none"> <li>• Vietnam</li> <li>• Far East</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                   |    | <ul style="list-style-type: none"> <li>• All production facilities and suppliers must adhere to the same standards</li> <li>• As a minimum, suppliers of products and services must comply with the legislation of that country.</li> <li>• MASCOT places emphasis on ergonomics, cleanliness and hygienic working conditions, good lighting and respectful behaviour.</li> </ul>                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Every dye house use advanced technical dye machines.</li> <li>• There are also high ethical standards concerning chemicals, and the employees of the factories never come in contact with these chemicals.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Nike Golf</b>  | <ul style="list-style-type: none"> <li>• USA, UK, Argentina, Australia, Bangladesh, Belgium, Bosnia, Brazil, Bulgaria, Cambodia, Canada, Chile, China, Columbia, Ecuador, Egypt, El Salvador, Fiji, Greece, Guatemala, Honduras, Hong Kong, India, Indonesia, Israel, Italy, Japan, Jordan, Korea, Lithuania, Macau, Malaysia, Mexico, Moldova, Morocco, Pakistan, Philippines, Portugal, Singapore, South Africa, Spain, Sri Lanka, Taiwan, Thailand,</li> </ul> |  | <ul style="list-style-type: none"> <li>• Follows national regulations/rules/ protocol.</li> <li>• Fair treatment for all regardless of sexual orientation etc.</li> <li>• Will work to provide training for non-managers to develop and enhance their cross cultural interpersonal skills</li> <li>• Chemical exposure, fire safety and maintenance related safety of the most importance.</li> <li>• Protecting the rights of workers to freely associate</li> <li>• Overtime hours – not to exceed the national limits</li> <li>• Fair &amp; competitive wages</li> <li>• No forced labour</li> <li>• Workplace free of harassment</li> </ul>                                                                                          | <ul style="list-style-type: none"> <li>• Strive to reduce CO2 emissions</li> <li>• Reduce waste generated across the supply chain</li> <li>• Use of unwanted footwear scraps- used to resurface playing fields and tracks.</li> <li>• Continue to develop additional environmentally preferred materials and their use.</li> <li>• Strive for a minimum of 5% organic cotton in all cotton materials by 2010.</li> <li>• Work to reduce/eliminate PVC use</li> <li>• Continue to work with the supply chain to minimise the impact of water use</li> <li>• Climate neutral nitrogen used in Nike Air products</li> <li>• Looking to reduce waste from any point in the supply chain</li> <li>• Improving waste management overall to decrease environmental impact</li> </ul> |

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|                         | Tunisia, Turkey, Vietnam                                               |                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Paddimac</b>         | <ul style="list-style-type: none"> <li>Taiwan</li> </ul>               |    | <ul style="list-style-type: none"> <li>No child labour/forced labour</li> <li>No discrimination</li> <li>At least minimum wage</li> <li>Fair hours of work including breaks and holidays</li> <li>Provide safe and healthy working environments</li> <li>Good working conditions</li> </ul>                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>Introducing Eco friendly products</li> </ul>                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Panoply/ Venitex</b> | <ul style="list-style-type: none"> <li>China</li> <li>India</li> </ul> |    | <ul style="list-style-type: none"> <li>Adequate lighting levels must be provided</li> <li>Noise should be kept at a reasonable level – 85 decibels max</li> <li>Factories should be clean and tidy</li> <li>Employees must meet the minimum age of employment for that country</li> <li>Young people should not be exposed to potentially hazardous situations or equipment</li> <li>Equal opportunity for all regardless of sex/religion/ethnicity etc</li> <li>Working hours must not exceed 60 hrs per week</li> <li>Rates of pay must meet the minimum for that country</li> </ul> | <ul style="list-style-type: none"> <li>Where possible recycling of manufacturing waste should be considered</li> <li>When not recycled refuse should be disposed of in an environmentally acceptable way</li> <li>In the leather tanning process, the liquid waste must be connected to any acceptable processing and treatment facility</li> <li>Intake &amp; discharge levels PH, B&gt;O&gt;D and Alum must be regularly measured and recorded</li> </ul> |
| <b>Regatta</b>          | <ul style="list-style-type: none"> <li>Not Uzbekistan</li> </ul>       |  | <ul style="list-style-type: none"> <li>Minimum working age established by law</li> <li>Persons under 18 will not be employed at night or in hazardous condition</li> <li>Safe and hygienic working environment</li> <li>Good working hours</li> <li>No forced labour</li> <li>Freedom of association</li> <li>No discrimination, harassment or abuse is tolerated</li> <li>Working hours will not exceed the maximum legal limit</li> <li>Employees will be provided with safety equipment and sufficient safety training</li> </ul>                                                   | <ul style="list-style-type: none"> <li>Progressively introducing REACH anew regulation for chemicals and their safe usage</li> <li>Work closely with SATRA and Intertek</li> <li>Sourcing alternative 'greener' substances</li> </ul>                                                                                                                                                                                                                       |
| <b>Result</b>           | <ul style="list-style-type: none"> <li>China</li> </ul>                |  | <ul style="list-style-type: none"> <li>Employ based on equal opportunity and non-racist policies</li> <li>Minimum age labour –</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>Recycling of waste materials and the re-circulation of waste heat generated in the dyeing process</li> </ul>                                                                                                                                                                                                                                                                                                         |

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|                   |                                                                                                                                                                                                               |                                                                                     | <ul style="list-style-type: none"> <li>established by law</li> <li>Good working hours and conditions including factory temperature</li> </ul>                                                                                                                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>The use of azo-free dyed fabric &amp; recycled polybags</li> <li>Changes to any relevant styles can be made if recycling can enhance performance or lessen environmental impact</li> <li>Encourages all suppliers to have full compliance with REACH and ensure no harmful chemicals are used in products.</li> <li>Garments are tested to ensure they are nickel free</li> </ul> |
| <b>Russells</b>   | <ul style="list-style-type: none"> <li>Various</li> <li>Not Uzbekistan</li> </ul> <p>Do not source fabric from Uzbekistan but cannot verify whether or not our suppliers might source threads from there.</p> |    | <ul style="list-style-type: none"> <li>WRAP Accredited and/or independently Russell Europe accredited</li> <li>Comply with national laws</li> <li>No forced labour</li> <li>No harassment or abuse</li> <li>Compensation and benefits available for employees</li> <li>Good hours of work not exceeding the maximum legal hours</li> <li>No discrimination based on race, gender etc</li> <li>Safety &amp; healthy housing where supplied</li> <li>Freedom of association for employees</li> </ul> | <ul style="list-style-type: none"> <li>Comply with environmental rules &amp; regulations</li> <li>Observe environmentally conscious practices in locations where they operate</li> </ul>                                                                                                                                                                                                                                 |
| <b>Sharon Lee</b> | <ul style="list-style-type: none"> <li>China</li> </ul>                                                                                                                                                       |   | <ul style="list-style-type: none"> <li>No forced labour</li> <li>Independent audits</li> <li>Abuse prohibited</li> <li>Work legal hours per week</li> </ul>                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>OEKO-TEX accredited</li> </ul>                                                                                                                                                                                                                                                                                                                                                    |
| <b>Shugon</b>     | <ul style="list-style-type: none"> <li>China</li> </ul>                                                                                                                                                       |  | <ul style="list-style-type: none"> <li>Comply with laws</li> <li>No forced labour</li> <li>No discrimination</li> <li>Hire of employees based on abilities not race, age, sex, religion, disability etc</li> <li>Full compliance with H&amp;S regulations</li> </ul>                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>Committed to making continuous improvements in management of its environmental impact</li> </ul>                                                                                                                                                                                                                                                                                  |
| <b>Snickers</b>   | <ul style="list-style-type: none"> <li>China</li> <li>Vietnam</li> <li>Latvia.</li> </ul>                                                                                                                     |  | <ul style="list-style-type: none"> <li>Underage persons are not allowed to work for any supplier</li> <li>At least minimum wages required</li> <li>Good working hours</li> <li>Safe working environment</li> </ul>                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>Comply with EU and National environmental legislation</li> <li>Develop and deliver products &amp; services in a manner that is not detrimental to the environment</li> <li>Seek to improve environmental performance, minimise waste and emissions</li> <li>Where possible practice recovery and recycling of waste streams</li> </ul>                                            |
| <b>Stormtech</b>  | <ul style="list-style-type: none"> <li>China</li> <li>Bangladesh</li> <li>Malaysia</li> <li>India</li> <li>Taiwan</li> </ul>                                                                                  |  | <ul style="list-style-type: none"> <li>No one is employed under the age of 15 or 14 where national law dictates</li> <li>No forced labour- prison, bonded etc</li> <li>At least minimum wage</li> <li>Fair hours of work maximum per week -60hrs</li> </ul>                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>Comply with applicable national environmental laws and regulations</li> <li>Encourage the development and diffusion of environmentally friendly technologies</li> </ul>                                                                                                                                                                                                           |

|             |                                                                               |                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                     |
|-------------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|             |                                                                               |                                                                                   | <ul style="list-style-type: none"> <li>• Employees provided with a minimum of 1 day off in 7</li> <li>• Provide safe &amp; healthy working environments</li> <li>• Freedom of association</li> <li>• No harassment or abuse will be tolerated</li> <li>• No discrimination due to age, gender, race etc</li> <li>• Abide by pregnancy laws</li> </ul>                                                         |                                                                                                                                                                                                                                                                     |
| <b>UCC</b>  | <ul style="list-style-type: none"> <li>• Pakistan</li> <li>• China</li> </ul> |  | <ul style="list-style-type: none"> <li>• Good working conditions – lighting, noise levels etc</li> <li>• No child labour – meet country age levels.</li> <li>• Good rates of pay</li> <li>• No forced labour</li> </ul>                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>• Recycling of waste where possible</li> <li>• Pollution control independently monitored</li> </ul>                                                                                                                          |
| <b>Yoko</b> | <ul style="list-style-type: none"> <li>• China</li> </ul>                     |  | <ul style="list-style-type: none"> <li>• Complies with laws</li> <li>• Fair trade</li> <li>• Does not support trade with organisations who have irresponsible marketing practices</li> <li>• All employees are entitled to basic human rights</li> <li>• Comply with local H&amp;S regulations</li> <li>• No discrimination/harassment</li> <li>• No support to businesses with oppressive regimes</li> </ul> | <ul style="list-style-type: none"> <li>• Actively seeks to minimise environmental impact of its activities</li> <li>• Recycling</li> <li>• Renewable energy</li> <li>• Sustainable natural products</li> <li>• The pursuit of ecological sustainability.</li> </ul> |