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ETHICAL BUSINESS & SUSTAINABILITY POLICY

We are committed to manufacturing garments and home furnishing products in an ethical, responsible, safe, and sustainable manner. We recognize that our employees and workers are an integral part of our organization, and their dignity, wellbeing, safety, and professional development are fundamental to our long-term success. Our business operations are guided by respect for human rights, fair labour practices, environmental stewardship, legal compliance, and ethical business conduct. We strive for continual improvement while meeting the expectations of our customers, workers, business partners, and other stakeholders.

Our Commitments

1. Respect for Workers

- Treat all workers with dignity, fairness, and respect.
- Maintain a workplace free from discrimination, harassment, abuse, intimidation, and retaliation.
- Promote equal opportunity in recruitment, training, promotion, compensation, and employment.

2. Human Rights & Labour Standards

- Prohibit child labour, forced labour, bonded labour, prison labour, and human trafficking.
- Respect freedom of association and collective bargaining in accordance with applicable laws.
- Ensure legal wages, benefits, working hours, overtime, and leave entitlements.
- Maintain effective grievance mechanisms and protect workers from retaliation.

3. Safe & Healthy Workplace

- Provide safe, healthy, and hygienic working conditions.
- Identify workplace hazards and implement preventive measures.
- Provide appropriate Personal Protective Equipment (PPE), emergency preparedness, fire safety, first aid facilities, and regular safety training.

4. Employee Development & Worker Engagement

- Promote skill development and regular training.
- Encourage worker participation through committees, dialogue, and consultation.
- Support worker wellbeing and continuous improvement of working conditions.

5. Environmental Responsibility

- Reduce waste generation and pollution.
- Conserve energy, water, and natural resources.
- Promote recycling and responsible waste management.
- Comply with applicable environmental laws and continually improve environmental performance.

6. Ethical Business Practices

- Conduct business with honesty, integrity, transparency, and accountability.
- Prohibit bribery, corruption, fraud, conflicts of interest, and unethical business practices.
- Protect confidential business information and maintain accurate business records.

7. Legal & Customer Compliance

- Comply with all applicable laws, regulations, customer requirements, and internationally recognized social compliance principles.
- Support the principles of the Fair Trade USA Factory Production Standard and other applicable responsible manufacturing standards adopted by the company.

8. Continuous Improvement

- Establish measurable objectives for social responsibility, worker welfare, occupational health & safety, environmental performance, and ethical business conduct.
- Periodically review this policy and management systems to ensure ongoing effectiveness and continual improvement.

Management Commitment

Senior Management is fully committed to implementing this policy by providing adequate resources, assigning responsibilities, monitoring performance, consulting workers, and reviewing the policy on a regular basis.

This policy applies to all employees, contract workers, contractors, suppliers, and visitors associated with the company.

The policy shall be communicated to all employees, displayed prominently within the factory, included in employee induction and training programmes, and made publicly available through the company's communication channels or upon request.

REVIEW:

This policy will be reviewed annually

Policy Version 2.04

Formulated by

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Approved by

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