

Code of Conduct

The following code of conduct is formed around the ETI Base Code, International Labour Organisation international code of labour practice.

- 1) Suppliers must operate in full compliance with the laws of their respective location and with all other applicable laws, rules, and regulations, including those respecting labour, worker health and safety, and the protection & preservation of the environment.
- 2) Suppliers are encouraged to take concrete measures to minimise their ecological footprint.
- 3) Employment is to be freely chosen. This means no forced work, and all workers must be free to leave their employer after a reasonable notice period, should they wish.
- 4) Regular employment must be provided.
- 5) Living wages and benefits must be paid for a standard week and must meet the minimum national legal standards or industry benchmark standards, (whichever is higher). Wage slips must be provided for each paid period. All workers should be provided with written info about their employment & wages before employment. Deductions from wages as a disciplinary measure is not permitted.
- 6) Working hours must not be excessive and must comply with local laws and industry standards. There should be no forced overtime. Accurate attendance, payroll, production records are to be maintained. Overtime to be voluntary, one rest day in seven, overtime payment to be at a premium rate. The conditions for termination of a contract should be laid out before employment commences.
- 7) No discrimination in the workplace is acceptable. This includes but is not limited to: Discrimination of race, nationality, religion, age, disability, gender, marital status, sexualorientation, or political affiliation.
- 8) There shall be no recruitment of child labour. Children under the age of 15 shall not be employed (this may be higher dependant on the countries laws on the minimum age of full-time employment) Any children & young persons under the age of 18 shall not be employed at night or in hazardous conditions. These policies and procedures shall conform to the provisions of the relevant ILO standards.
- 9) Joanie Clothing will not condone any form of abuse of human rights within our company and all its supply chains. There must be no harsh or inhumane treatment, physical abuse, or discipline: threat of other physical abuse or any other form of intimidation is not acceptable, and all local laws must be complied with. We are committed to enforcing systems to make sure that modern slavery cannot take place within our company and supply chains. As a result of the reports of alleged human rights abuse, forced labour and discrimination of Uighurs living and working in Xinjiang Region of China. We subsequently made a strict company policy to prohibit the use of any cotton originating from the Xinjiang Region of China. All cotton used must be certified to provide proof of origin.
- 10) Working conditions must be safe and hygienic. There must be clean toilet facilities & drinking water. All workers must receive regular and recorded health and safety training. This must be repeated for new workers.
- 11) Suppliers must conduct themselves with proper business integrity. There shall be no improper advantage sought, including bribery.

Suppliers must cooperate with Joanie to ensure that these standards are met.