

Atelier 2000: Code of conduct

Introduction

Atelier 2000 is a modern tailoring company producing specialized clothing such as uniforms and costumes. We are very aware of the fact that our business can have an impact on society and the environment throughout the life cycle of our products. It is during the production of fibres, fabric, dyeing, sewing and transport that most of the related environmental, ethical and social issues occur and need to be addressed.

We take our responsibility seriously, and take the necessary actions to continuously promote and improve the environmental and social conditions concerning our operations.

We choose business partners who follow a similar philosophy regarding responsible and sustainable practices.

Atelier 2000's code of conduct is based on the UN Global Compact's ten principles, which cover Human Rights, Labour Standards, Environment and Anti-Corruption.

We expect that all suppliers and sub-suppliers meet their country's legal requirements, and show conformity to the requirements covered below.

Requirements for Suppliers

1. Human Rights and Anti-Corruption

The business should work against corruption in all its forms, including extortion and bribery.

The business should support and respect the protection of human rights, and should make sure that it is not complicit in human rights abuses.

2. Working Conditions:

Child Labour

Definition: *Child labour is work that is unacceptable, because the children involved are too young and should be in*

school, or because the work they do is unsuitable and can harm them seriously.

Child labour is not tolerated under this definition.

Children who are younger than the age of compulsory school completion, or under the age permitted by either local legislation or by the labour standards of the International Labour Organisation should not be employed unless it is an employment under the terms described as Responsible Child Labour below.

Responsible Child Labour

Definition: *Responsible child labour refers to children under the age of 15 who perform light work on a part-time basis outside school hours with the consent of parents or guardians.*

Forced Labour

Forced labour in any form such as debt bondage, trafficking and other forms of modern slavery is not allowed.

Disciplinary sanctions that result in trapping employees economically, physically or in any other form must not be used as penalties.

Health and Safety

All employees should be ensured a safe and healthy working environment based on the country's rules and legislation. The business should therefore as a minimum ensure that:

- Safety and health procedures are in place according to the country's laws, and the facility should be equipped properly to handle any adverse health and safety situations that may arise.
- The employees are informed and trained on the safety and health procedures and in the use of associated equipment.
- Safety and health equipment should be installed and maintained properly and be functional at all times.
- Proper light, ventilation and exits should be available and easily accessible.

- All hazardous substances should be clearly marked, stored, used and disposed of according to the manufacturer's instructions and by trained personnel.

Working Hours

The country's rules and regulations covering full-time and overtime work should be adhered to.

3. Equality, Discrimination and Freedom of Association

Employees should not be discriminated against because of race, religion, national origin, age, sexual orientation or gender, and they should be treated in accordance to skills and qualifications regarding work issues.

Employees should be allowed to form and join associations that promote their interests at work, and the business should recognise such associations and their right to collective representation. Employees should also be able to refrain from joining such associations.

Cultural differences are taken into account and respected.

The business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4. Environment

The business should be aware of and as a minimum, uphold the country's current environmental legislation.

In some cases, the country's environmental legislation is very weak and the business should make every effort to reduce waste, energy use, emissions to water, air and soil in the various processes throughout the life cycle of the product as well as avoid the use of banned substances.

Atelier 2000s Environmental Requirements Guide includes restrictions of chemical use and a list of banned chemicals and substances that the suppliers and sub-suppliers must not use. The

guide also includes guidelines for reducing emissions to air, water and soil in the various production processes.

Businesses holding a licence of the European Ecolabel, or any other equivalent ISO Type 1 certification label, do not need to document the environmental criteria.

5. General Requirements

The supplier is required to cooperate fully with Atelier 2000 in ensuring that the above requirements are adhered to and substantiated as required.

The supplier agrees to ensure that sub-suppliers engaged in the production of Atelier 2000's products are informed of Atelier 2000's Code of Conduct, and comply with the requirements.

Contact details regarding the Code of conduct

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