

FD FASHION DESIGN

SUPPLIER CODE OF CONDUCT SUMMARY

F.D. Fashion Design is committed to ensuring its ethical principles and practices are adhered to throughout its business operations. The code is based on the standards set by International Labour Organization (ILO) conventions and declarations, and the UN Guiding Principles on Business and Human Rights, and the Business Social Compliance Initiative (BSCI) Code of Conduct.

F.D. Fashion Design Herrenmode GmbH expects all its business partners and subcontractors to adhere to the principles outlined in this Code of Conduct. In case of a violation of this Code of Conduct, F.D. Fashion Design Herrenmode GmbH will take immediate and appropriate action.

The F.D. Fashion Design Herrenmode GmbH supplier Code of Conduct indicates that suppliers and factories producing for F.D. Fashion Design Herrenmode GmbH will commit to the standards outlined below. The core principles from the comprehensive supplier Code of Conduct provide detailed guidelines on implementing specific standards, drawing from the principles in the amfori/BSCI Code of Conduct.

1. Freedom of association and collective bargaining

All workers, without distinction, have the right to join or form trade unions of their own choosing, and to bargain collectively. F.D. Fashion Design adopts an open attitude towards the activities of trade unions.

2. Fair remuneration

Wages paid will meet, at a minimum, the national legal standards. Any deductions from wages must be in line with local law. Wages are to be paid in a timely manner, regularly, and fully in legal tender.

3. Decent working hours

Working hours are not excessive and hours worked must be in line with local laws in the countries in which F.D. Fashion Design operates. Workers are not required to work more than 48 regular hours per week. All overtime shall be voluntary.

4. Health and Safety

All workers must have access to a safe and healthy working environment, including access to drinking water and safe and clean areas for eating, resting, cooking and storing food. Adequate risk assessments and steps to address hazards will be taken. Furthermore, business partners shall always provide effective Personal Protective Equipment (PPE) to all workers, free of charge.

5. No child labour

“Child labour” is defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. Child labour is strictly prohibited.

6. Young workers

Young and vulnerable workers shall be provided with special protection. This includes workers under the age of 18, migrant workers, workers with disabilities and pregnant workers.

7. No discrimination

Any discriminatory practices are strictly prohibited, including but not limited to hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, pregnancy or political affiliation.

8. Free of harassment

All forms of intimidation and harassment are prohibited, including (but not limited to) physical abuse or discipline, verbal abuse, sexual abuse, or any type of threatening.

9. No precarious employment

All workers will be given a documented confirmation of employment in line with the local law. Workers will be provided with information about their rights, responsibilities, employment conditions, working hours, remuneration and terms of payment.

10. No bonded labour

All employment shall be chosen freely, and debt or bonded labour is prohibited. Workers will not be subjected to degrading treatment, corporal punishment, or mental or physical coercion. Workers have the right to freely terminate their employment provided the worker gives reasonable notice to the employer.

11. No corruption

There is zero tolerance on acts of corruption, extortion, embezzlement or bribery, including but not limited to the promising, offering, giving or accepting of any improper monetary sum or other incentive.

12. Environment

Protection of the environment in line with local law. Adequate measures will be taken to prevent or minimise adverse effects on the community, natural resources and the overall environment.