

CODE OF CONDUCT FOR IMPALA LOFT8 SUPPLIERS

A) All garment manufacturers produce merchandise for Impala Loft8 must be abided with the rules and regulations of the factory act imposed by local government. Also all workers should have the liberty to follow the norms of ILO (International Labour Organisation)

I. WORKING ENVIRONMENT

1. The factory must be sufficiently well ventilated and minimum work room provided to each worker not less than 8-cubic meter /worker. Work place must be safe with suitable and sufficient light also required.

2. Emergency evacuation plan should be displayed on every floor with clear plan marking for emergency exit. The exit must be kept unobstructed and unlocked during working hours. The emergency exit must be marked in bold letters in both English and local Language.

3. In every Floor at least 1-fire extinguisher must be installed for the area of 200-sqm. Trained fire tenders should be available in the factory and every month fire drills must be conducted. The fire extinguisher should be marked with expiry date and serviced regularly every year.

II. LEGAL COMPLIANCE

Employers shall comply, as a minimum, with all applicable legal requirements of the country in which products are manufactured. Such compliance shall include compliance with all applicable environmental laws.

III. FORCED LABOUR

There shall not be any use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.

IV. CHILD LABOUR

No person shall be employed at an age younger than 15 (or 14 where, consistent with International Labour Organization practices for developing countries, the law of the country of manufacture allows such exemption) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

V. HARASSMENT OR ABUSE

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse. Employers will not use or tolerate any form of corporal punishment. No employee or prospective employee shall be subjected to involuntary use of contraceptives or pregnancy testing.

VI. NONDISCRIMINATION

No person shall be subject to any discrimination in employment, Including hiring, salary, benefit, advancement, discipline, termination, or retirement on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin, union membership, pregnancy, maternity leave status, marital status. Workers will be permitted to take maternity leave without facing threat of dismissal, loss of seniority or deduction in wages, and will be able to return to their former employment at the same rate of pay and benefits within six weeks or the local legal requirement.

VII. HEALTH AND SAFETY

Employers shall provide a safe and healthy working environment to Prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities. All factories must have first aid medicine kit with sufficient stock of needed medicines and perfectly fixed in unlocked boxes.

All the machine should be equipped safety installations like emergency stop, covers for moving parts, needle shield, knife shield, safe electrical wiring etc.. to prevent any untoward incidents. In the cutting area workers must wear metal glove and sewing workers should wear cloth masks.

VIII. FACILITIES FOR WORKERS

Enough toilets needed in all factories especially for men and ladies. It must be kept clean and hygienic. Clean dining area must be provided to the workers with adequate seating and tables.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING:

Employers shall recognize and respect the right of employees to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining is restricted under law, the employer shall facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

IX. WAGES AND BENEFITS

Employers recognize that wages are essential to meeting employees' basic needs. Employers shall ensure that wages paid for a standard working week shall always meet at least legal or industry standard and shall be sufficient to meet basic needs of personnel. Wages that meet "basic needs" by local standards are most effectively determined through free collective bargaining. In the absence of free collective bargaining, wages that meet "basic needs" should be defined as wages paid for a normal work week that are sufficient by local standards to provide for the food, clothing, housing, health care, education, potable water, child care and transportation needs of the worker and his/her dependents and provide some discretionary income. Workers shall receive all legally mandated benefits.

X. HOURS OF WORK

Employers shall comply with applicable laws and industry standards on working hours. The normal workweek shall be as defined by law but shall not on a regular basis exceed 48 hours. Personnel shall be provided with at least one day off in every seven-day period. All overtime work shall be reimbursed at a premium rate and, except in extraordinary circumstances, shall not exceed 12 hours per employee per week.

1. Where the company is party to a collective bargaining agreement freely negotiated worker organizations representing a significant portion of its workforce it may require overtime work in accordance with such agreement to meet short term business demand.

XI. PUBLIC DISCLOSURE

The company names, owners, and/or officers, addresses, and nature of the business association, including the steps performed in the manufacturing process, of all the contractors, subcontractors and manufacturing plants which are involved in the manufacturing process of Products supplied.

