



Code of Conduct for Labour Standards in the Workplace

Today's heightened interest in the role of business in society has partly been prompted by increased sensitivity to and awareness of environmental and ethical issues. Issues such as environmental damage and the improper treatment of workers have been highlighted in the media, increasing the pressure on businesses to play a role in social and environmental issues.

At Klopman we share our customers' growing concern. As a major textile producer, Klopman believes it is important to take responsibility for our actions. Our customers have always demanded high standards from us when it comes to product and services and, quite rightly, they expect high standards in terms of corporate social responsibility and trust us to work ethically.

This Code of Conduct has been developed to define the key labour standards that Klopman is committed to respecting in our workplace. Our employees understand that complying with this policy is no less important than meeting our existing high quality standards in terms of product or service.

We encourage our business partners to respect the principles of this code.

Alfonso Marra
Chief Executive Officer

June 2016

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CODE OF CONDUCT



The standards and business practices required by this Code of Conduct are:

Ethical Standards

All our employees will respect our Business Ethics Policy which outlines expected conduct in the workplace.

Child Labour

No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

Non-Discrimination

While we recognize and respect cultural differences, we believe that workers should be employed on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs. No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

Freedom of Association and Collective Bargaining

We recognize and respect the right of employees to freedom of association and collective bargaining.

Forced Labour

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

Health and Safety

We will 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 our facilities.

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Wages and Benefits

We recognize that wages are essential to meeting employees' basic needs. We will pay employees, as a base, at least the minimum wage required by local law, and will provide legally mandated benefits.

Overtime Compensation

In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to their regular hourly compensation rate.

Hours of Work

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.

Harassment, Abuse, Disciplinary Practices

Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse.

Evaluation and Compliance

All Klopman manufacturing and operating sites will be regularly assessed to ensure compliance with this Code of Conduct.

Commitment to extending these principles throughout the supply chain

We encourage our suppliers to adopt similar principles with respect to their own employees and in dealing with their own suppliers.

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