



AWWA SUPPLIER CODE OF CONDUCT

Pictured: AWWA makers from our factory in Sri Lanka.

SHARED VISION AND COMMITMENT

AWWA is a brand who deeply reflects the relationship and connections between oneself, our environment, and planet. We expect all our suppliers to share our commitment to respecting the rights of workers and enhance their wellbeing. We also expect our suppliers to prioritise the protection of our natural resources through their commitment to minimising emissions and waste reduction.

These minimum standards outline a clear starting point for evaluating suppliers AWWA will commit to work with. AWWA believes that building relationships based on mutual respect, collaboration and transparency are key to building a fair, safe and sustainable supply chain.



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1. SUSTAINABLE

ENVIRONMENT PROTECTION

All suppliers business decisions should consider potential environmental impacts, and seek out opportunities to reduce pollution and waste, recycle, and conserve natural resources. Suppliers are encouraged to minimise emissions and waste generation to create more sustainable practices that preserve the environment.

AIR EMISSIONS AND CLIMATE IMPACTS ARE MINIMISED

Suppliers comply with all applicable environmental laws and regulations for air emissions and energy systems management. This includes any monitoring and reporting required by the country in which they operate.

WASTE MANAGEMENT

The supplier segregates waste and recycles where possible, and continuously strives to minimise waste generation.

2. FAIR

FREE FROM HARASSMENT AND ABUSE

The suppliers' workers are treated with dignity and respect. Physical, sexual, psychological or verbal harassment or abuse will not be engaged in or tolerated by any supplier.

FAIR COMPENSATION AND BENEFITS PAID ON TIME

Suppliers who exceed legal requirements and go above and beyond to enhance the quality of life of their employees are sought out and favoured. Suppliers can achieve this through improved wage systems, benefits, welfare programmes and other services. Suppliers acknowledge that every

WORK HOURS ARE NOT EXCESSIVE

Suppliers will not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week will not exceed 48 hours, or the maximum allowed by the country of manufacture, whichever is less. The supplier will allow workers at least 24 consecutive hours of rest in

EQUAL EMPLOYMENT OPPORTUNITIES

The supplier acknowledges that all employment decisions must be made on the principle of equal employment opportunity, and shall include effective mechanisms to protect migrant, temporary or seasonal workers against any form of discrimination.

worker has a right to compensation for a regular work week that meets workers basic needs and provides some discretionary income. Workers are paid at least the minimum wage required by local law, and all payments are received in a timely manner

every seven-day period. All overtime work will be voluntary. The supplier will not request overtime on a regular basis. Other than in extraordinary circumstances, the sum of regular and overtime hours in a week will not exceed 60 hours.



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3. SAFE

WORKPLACE IS SAFE AND HEALTHY

All suppliers provide a safe and healthy environment, and take necessary steps to prevent accidents and injuries arising out of, linked with or occurring in the course of work as a result of the operation of the suppliers facilities. A proactive approach to health and safety is taken through the implementation of systems, policies and relevant training designed to protect workers health through the prevention of accidents and injuries.

BUILDINGS FIT FOR PURPOSE

The suppliers buildings are constructed to a high standard, adhering to local law, certified civil or structural engineering construction approvals or international standards and codes.

EMERGENCY PLAN IN PLACE

The supplier has a fire prevention and emergency action plan in place to protect workers during normal operations and emergency situations.

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4. RESPECTED

EMPLOYMENT IS VOLUNTARY

The supplier does not engage in any form of forced labour, human trafficking or modern slavery. The supplier is responsible for monitoring any third party entity which assists with recruitment to ensure that all those seeking employment are doing so without deception, coercion, intimidation or force.

FREE FROM DISCRIMINATION

The suppliers workers shall not be subject to any discrimination in any aspect of the employment relationship, including but not limited to, hiring, promotion, compensation, discipline, based on gender, race, religion, sexual orientation, age, disability, pregnancy, marital status, political opinion,

MINIMUM WORKING AGE IS 16

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FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

The supplier recognises and respects the rights of workers to collective bargaining and freedom of association. The supplier prohibits any sort of activity which seeks to intimidate, harass, or retaliate against workers for participation in a union or other representative organization

nationality, social or ethnic origin, or other status protected by local law. All workers, regardless of gender will receive equal pay for work of equal value.

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