

REMBRANDT SUITS LIMITED SUPPLIER CODE OF CONDUCT

To meet the changing expectations of our customers, Rembrandt Suits Ltd (hereafter referred to as Rembrandt.) is committed to understanding and managing social, ethical and environmental issues along its supply chain in a responsible manner. This Supplier Code of Conduct has been developed to help meet this commitment and outlines the minimum terms and conditions of doing business with Rembrandt. This Code is mandatory for all suppliers to Rembrandt.

Application of this Code

Rembrandt requires that suppliers (hereafter collectively referred to as “Suppliers” and individually as a “Supplier”) comply with the standards set out in this Code within their own operations and that they actively work with Rembrandt to assess and manage compliance in their supply chain. This includes supplying factories and raw material producers.

ENSURE SAFE AND FAIR WORKING CONDITIONS

Suppliers must comply with local and national laws relating to labour practices and ensure that workers are afforded the highest level of protection, whether that be under local and national laws or the following principles.

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour is not used
- Wages are paid in accordance with local and national laws
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is used or threatened
- Foreign workers are engaged in compliance with immigration and labour laws in the country of employment

Rembrandt does not condone the use of child or forced labour and does not condone human trafficking. All suppliers are required to ensure that all reasonable efforts are employed to eliminate child labour, forced labour, the exploitation of workers and/or the deceptive practices in the recruitment of workers both in their operations, in their supplying factories and in their own supply chains, including raw material producers. Under no circumstances should workers be required to pay fees or leave deposits to gain employment.

Suppliers must ensure the structural safety of their facilities and ensure no unsafe buildings are inhabited. Suppliers must also ensure that an Emergency Management Plan¹ and a Workplace Safety Plan² are in place and is adequately communicated to their own operations and supplying factories.

1. Emergency Management Plan

An Emergency Management Plan aims to ensure the safe, orderly and timely evacuation of workers in the event of an emergency. All workers must have easy access to emergency exits and stairways, which should be clearly marked, unlocked and free of obstruction. Evacuation drills must be conducted on a regular basis, with trained supervisors designated to locations throughout the facility to ensure the safe, orderly and timely evacuation of the workers. Fire extinguishers and/or fire hoses must be provided and must be inspected regularly to ensure they are in good working order. This plan must communicate that all workers have the right to remove themselves from imminent danger without first seeking permission.

2. Workplace Safety

Personal Protection Equipment (PPE) suitable for each task must be available for workers at no cost, including protective; eyewear, footwear, hearing protection, gloves, masks, hard hats and insulated clothing.

ENSURE INTEGRITY AND TRANSPARANCY IN DEALINGS BETWEEN REMBRANDT AND ITS SUPPLY CHAIN PARTNERS

Suppliers must take all reasonable measures to conduct their business activities in an ethical manner, without bribery, corruption or any type of fraudulent or unethical behaviour, including during any audits conducted by, or on behalf of, Rembrandt. The labour practices within or administered by any subcontractors or labour brokers involved in the provision of products for Rembrandt must be in line with the minimum requirements of this code.

IMPROVE ENVIRONMENTAL OUTCOMES

Suppliers must comply with local and national laws related to environmental standards. Suppliers must also develop and implement a formal policy that outlines their approach to managing environmental impacts within their control. In particular, Suppliers must manage and monitor initiatives that reduce greenhouse gas emissions, reduce impacts on natural resources, and optimize water use. They must provide relevant data if requested to do so by Rembrandt.

Suppliers must not use harmful materials, dyes or chemicals³ that have unacceptable risk to health or the environment during production, use or disposal. Suppliers must also take all reasonable measures to use recycled and recyclable packaging materials.

³ Suppliers working within the European Union must comply with REACH regulations where applicable.

Packaging should be designed to meet Rembrandt's minimum requirement which is to be fit for purpose in terms of: cost, functionality (protection, safety and quality) and marketing purposes with minimal environmental impact and risk.

In addition to this minimum requirement packaging should be:

- Made from recycled or renewable materials, if it is practical to do so without impacting the purpose of the packaging.
- Designed to minimize the amount of material necessary to meet the minimum requirement.
- Designed to maximize reuse and recycling options at end of life.
- Designed to minimize risk to consumer and employees.

- Designed to provide relevant information to consumers.

Our aim is to operate in an environmentally responsible, and sustainable manner by reducing resource depletion and end of life environmental impacts arising from packaging through measures that reduce, reuse, recover and recycle materials used in the design and production of packaging.

PROTECT THE WELFARE OF ANIMALS

Suppliers must comply with all local and national laws related to animal welfare.

Suppliers must employ all reasonable efforts to ensure animals under their care (or the care of their supply chain partners) are treated in a humane manner that meets the reasonable expectations of Rembrandt. Rembrandt does not condone the use of fur or angora and suppliers must ensure that these are not used in any product supplied to Rembrandt.

Suppliers of leather goods must disclose the country of origin and type of leather supplied to Rembrandt, along with any information regarding the practices used in the farming of this material. Suppliers must also confirm if the leather supplied to Rembrandt is a by-product of the meat industry.

Suppliers of wool products must provide supporting information outlining their policy in regards to mulesing.

Suppliers must ensure no testing is conducted on animals, unless such tests are required by law.

COMPLIANCE WITH THIS CODE

Suppliers must have in place formal policies and systems that align with the supplier commitments outlined in this Code and must maintain adequate records to demonstrate their compliance. Rembrandt may request such documentation of tracking performance against this Code.

Suppliers must ensure that their own operations are compliant and that this Code has been communicated to their supplying factories and along their supply chain, including raw material suppliers. Suppliers must also ensure that the requirements noted in this Code can be upheld contractually with their own supply chain partners.

Scanned copies of any relevant documentation that shows you meet international standards eg. EMAS, REACH, ISO standards, OEKO-TEX, SA8000 must be provided with this signed document.

- By signing this document I agree that the details provided are accurate.
- I understand this or any revised versions of this Code of Conduct is to remain in place whilst supplying goods to Rembrandt.
- I have provided copies of relevant international standard certificates or documentation to support this Code of Conduct.
- Leather goods suppliers: I have disclosed the country of origin, animal type and farming method of leather provided to Rembrandt.
- Leather goods suppliers: Leather provided to Rembrandt is confirmed as a by-product of the meat industry.
- Wool product suppliers: I have provided supporting information outlining our policy in regards to mulesing.

Supplier signature:

Date:

Rembrandt Suits Ltd. signature:

Date: