

# Kings Of Indigo®

## CODE OF CONDUCT



[WWW.KINGSOFINDIGO.COM](http://WWW.KINGSOFINDIGO.COM)

## INTRODUCTION

When Kings of Indigo was founded, the objective was clear; to produce clothing in a sustainable way both socially and environmentally, without compromising on quality. Neither sustainability nor quality had to be sacrificed in order to make beautiful garments. Since then, what it means to be 'sustainable' has evolved and become more intricate, and the future promises further changes.

We ensure that the people who make our products are treated with fairness and respect. We collaborate with factories, we bear the responsibility of providing a safe, fair and ethical working environment. We are appreciative and respectful to all workers who are involved in making our products. Without the people we work with we could not create all unique products. Starting from the cotton field, to the mills, factories, laundries. We are appreciative for the professional, dedicated and skilled people who are taking part into making our products. The textile industry is an incredible labour-intensive industry where many factors are involved and we as a brand take responsibility for all our actions.

## CODE OF CONDUCT

Agreement of labour rights and working environment. Each source needs to sign and comply with the Code of Conduct. This Code of Conduct applies to all parts of the production chain, to our suppliers and their subcontractors. The criteria are based on the regulations by International Labour Organization (ILO) and by The Fair Wear Foundation.

## SOCIAL STANDARDS

### 1. Employment is freely chosen

There shall be no use of forced, including bonded or prison, labour. (ILO Conventions 29 and 105)

### 2. There is no discrimination in employment

Recruitment, wage policy, admittance to training programmes, employee promotion policy, policies of employment termination, retirement, and any other aspect of the employment relationship shall be based on the principle of equal opportunities, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, social origin, deficiencies or handicaps (ILO Conventions 100 and 111).

### 3. No exploitation of child labour

There shall be no use of child labour. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years." (ILO Convention 138) "There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour. [...] Children [in the age of 15-18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals." (ILO Convention 182)

### 4. Freedom of association and the right to collective bargaining

The right of all workers to form and join trade unions and bargain collectively shall be recognised. (ILO Conventions 87 and 98) The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions. (ILO Convention 135 and Recommendation 143)

## **5. Payment of a living wage**

Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. (ILO Conventions 26 and 131). Deductions from wages for disciplinary measures shall not be permitted nor shall any deductions from wages not provided for by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.

## **6. Reasonable hours of work**

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate. (ILO Convention 1)

## **7. Safe and healthy working conditions**

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimise health risks as much as possible (following ILO Convention 155). Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer is strictly prohibited.

## **8. Legally binding employment relationship**

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger workers shall be given the opportunity to participate in education and training programmes.

# **ENVIRONMENTAL**

## **Kings Of Indigo Environmental Standards**

### **1. Commitment and responsibility**

Source should have a written declaration stating the importance of care for the environment, signed by the director. Responsibility for environmental performance has to be assigned to a member of the management team and/or board member. The source should also have a form stating the functions, responsibilities and names in regard to environmental issues.

### **2. Environmental management**

Source should have a written environmental policy, signed by the director. An overview must be available and copies of applicable local and national environmental laws and regulations and other client's requirements covering environment. Environmental permits are required by local laws and regulations available on site.

Source must be aware of its most important environmental aspects. An up to date overview should be kept of the environmental aspects at its site including regular work as any additional aspects that apply during maintenance.

The source should have a basic management control in place to periodically review and prioritize its environmental aspects and performance and set targets for reduction of its top priority environmental aspects. Any local inspection documents and/or communications from authorities and/or complaints as well as documentation of the source must be present to review. Source must train workers on relevant environmental matters, including temporary employees, and management, on annual basis. Responsible source should strive towards implementing best available technology.

### **3. Energy Usage**

Energy usage must be recorded by the source this includes: electricity, gas, fuel use, and if applicable steam and compressed air and monitor trends in energy usage against the output: number of products and/or the kgs of material processed.

Source should set targets to reduce energy usage per unit of output. Investigation and research into opportunities to use, implement renewable energy as solar, wind turbines, geothermal, hydroelectric energy, or energy from biomass should be present.

### **4. Water Usage**

Source must have an overview of sources from which water is used: purified drinking water, municipal mains, wells, surface water, collected rainwater, recycled grey water. Records of water usage per source and monitor trends in water usage must be measured against the output - number of products and/or the kgs of material processed. Targets should be set to reduce water usage per unit of output. Investigation and opportunities for recycling water and re-using grey water for certain processes needs to be in place such as use collected rain water or surface water instead of purified drinking water when possible.

### **5. Use of raw materials**

Source must comply with the Kings Of Indigo Materials policy for the use of raw materials in Kings Of Indigo products. Certification on yarn, fabric, process level and according the RSL. Source should keep records of the mainstream amount of raw materials used, covering approximately 80% of their total purchasing. Source should monitor the usage of raw materials per unit of output. They should investigate the possibilities of reducing the amounts of raw materials used. They should investigate the possibilities of using recycled materials as raw material.

### **6. Use of hazardous substances**

Source must comply with the Kings Of Indigo restricted substances list. Source must register all hazardous substances. Records of the amount and type of hazardous substances used on site by having an MSDS available. The source should strive towards implementing an annual chemical risk assessment to be aware of the hazards the substances pose to the factory site. Hazardous substances must be stored and handled in accordance with local and national laws and regulations. Hazardous substances must be clearly marked and stored on second containment and where possible handled only above an impermeable floor. Source must have a list of all above ground and underground storage tanks. Tanks should be inspected and maintained on a regular basis to avoid leakage. Source should investigate the possibilities to replace hazardous substances by more environmentally friendly alternatives. Targets should be set to improve chemical management. The employees must have appropriate training at least annually in handling chemicals in case of normal activities and in case of calamities, including use of personal protection equipment. The source must have spill kits readily available in case of a spill. Employees must be trained regularly in the use of the spill kits. Source must always enforce proper handling of hazardous substances and use of personal protection equipment.

## **7. Waste water discharge**

Records of quality and quantity of wastewater discharged, contaminants and flow direction on site must be kept by the source. Source must ensure the quality of the discharged water meets the parameters as stipulated in local and national regulations and/or in the water discharge permit. The quality of the discharged water must be monitored through periodic testing. The frequency of testing must at a minimum meet the legal requirements. Targets should be set by source to improve the quality and reduce the quantities of discharged water. In case discharged water does not meet the quality requirements source must have a procedure in place of handling. All relevant employees must be trained on this procedure. Source should investigate and implement best practice technologies for wastewater treatment.

## **8. Soil and ground water contamination**

Identification and monitoring of potential pollutants that might cause contamination of soil and ground water must be done by source. Source shall investigate the possibilities to reduce contamination of soil and ground water.

## **9. Waste**

Records must be kept of the volumes and types of wastes produced on site and handed over to contractors. Where possible source will record and monitor the methods of disposal. Targets are set by source to reduce the amount of wastes produced and/or set targets to recycle waste internally. Segregation of different waste stream: textile, paper, glass, plastic, metals, wood-pallets, and hazardous waste at a minimum in accordance with local and national regulations must be implemented by source. If the local infrastructure allows a further segregation, then required by regulations, source will endeavour to improve its waste segregation to make use of the additional possibilities. For waste collection, transport, treatment and disposal, source must use contractors with the required licenses as stipulated by law. Stimulation of the contractor by source should take place to find recycling opportunities for the waste streams. Source will ensure that empty packaging which contained hazardous substances are properly disposed of/and are not being re-used as containers for other substances.

## **10. Nuisance**

Source must identify any sources of nuisance: noise from machines and/or transport, odour, light, heat, vibrations-machines and ensure to conduct periodical noise monitoring on site and at the facility boundary. Source must keep records of any complaints and of the corrective actions. Source should implement best practice technologies to avoid and reduce nuisance.

## **11. Emissions to air**

Source should keep and update an overview of greenhouse gases purchased and occurring in processes and other air emissions. Source must have the necessary permits for air emissions and/or report its air emissions to the relevant authorities as required by law. Records of the volumes and types of air emissions must be kept by the source. The source should have an action plan to control and reduce air emissions. Source should implement best practice technologies to avoid and reduce the air emissions.

## LOCAL LAWS

### 1. RSL and Reach and local Laws

Restrictions on all chemicals related to our product assortment are in place. Restrictions are based on the European legislation REACH but goes further and includes stricter requirements. RSL must be signed by all sources and is regularly updated. Source must not only follow RSL, REACH but also local chemical laws in specific production country.

### DECLARATIONS

To ensure the Code Of Conduct is respected, Kings Of Indigo reserves the right to, at any time, send representatives or external auditors such as Fair Wear Foundation staff to inspect the sources in the supply chain. The undersigned hereby confirms that:

- Kings Of Indigo Code Of Conduct is read and the terms required of the source are accepted;
- Kings Of Indigo, a representative of Kings Of Indigo or an external auditor may visit the source where goods from Kings Of Indigo are produced at any time;

The requirements in the Code Of Conduct are minimum requirements. We are certain that many of our sources have even higher demands of themselves. Therefore, we want you to provide us with the relevant certifications and reports to confirm this.

DATE:

COMPANY NAME:

SIGNED BY:

SIGNATURE:

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**If you have any comments on this Code Of Conduct, don't hesitate to contact us:**

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