

fluxies Code of Conduct



Always changing
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Always adapting

fluxies Code of Conduct

A fundamental mainstay of fluxies is our approach to ethical sourcing and production. The fluxies Code of Conduct sets out our expectations of fluxies manufacturers and suppliers to meet ethical manufacturing requirements so that the employees and the environment are cared for.

FAIR

- No excessive working hours
- Salaries & Benefits
- No harassment

SUSTAINABLE

- Environmental protection

SAFE

- Health & Safety

RESPECT

- No forced labour
- No child labour
- No discrimination
- Legal Requirements



Ethical by design

The fluxies Code of Conduct sets standards that our manufacturers and suppliers are expected to meet, as a minimum. All aspects of production are covered, from the source of fabrics to the finished product. We ask our suppliers to ensure that fluxies production meets safety and quality standards that respect both planet and people.



Fair

Working Hours

Production partners will comply with working hour limits established by local applicable laws. Employees are to be given at least one day off in every seven 7 day period. All overtime work shall be consensual. Overtime should not be requested on a regular basis and compensation at a fair agreed rate applied for all overtime work.

Wages and Benefits

Production partners shall provide salaries in alignment with minimum wage or local industry wage (whichever is higher). Production partners shall maintain wage-related documentation and inform all employees accordingly of their rights. No monetary deductions shall be permitted for disciplinary action. Compensation should be paid in a timely manner and provide legally mandated benefits as per standard legal practice in the supplier's country, including holidays and leave, and statutory severance when employment ends.

Coercion and Harassment

Manufacturer partners must treat all employees with respect and dignity. Production partners must not use corporal punishment or any forms of coercion. There should be no forms of abuse including physical, verbal, or psychological abuse. There will be no engagement in any forms of harassment, including sexual harassment. Production partners should have a written system of progressive conflict resolution.



Sustainable

Environmental Protection

Supplier must comply with all applicable local environmental laws, production partners should also work to keep waste to a minimum and ensure it is suitably handled, water is taken seriously, chemicals are adequately managed, energy and carbon are kept to the lowest levels possible, air emissions impact is kept to the lowest levels possible

All required permits and records must be up to date and copies of all permits, authorisations, and applicable laws, regulations and standards must be on file at the manufacturers and available to share with fluxies at all times.



Safe

Health and Safety

Production partners will provide a safe and healthy work environment, ensuring proper health and safety management, building and fire safety, the safety of machinery and equipment, access to potable water and suitable sanitary facilities. Facilities will have adequate ventilation, circulation and lighting. There is to be a safe handling procedure in place for chemicals and water filtration after dyeing and washing. The same standards are to be applied if living facilities, dining facilities or childcare are provided for workers.



Respect

Forced Labour

There will be no use of forced labour, whether in the form of prison labour, indentured labour, bonded labour, decent based labour or otherwise. Nor labour engaged through human trafficking.

Child Labour

No person will be employed who is younger than 16 years of age or the age for compulsory education in the country of manufacture (whichever is higher). In hazardous conditions, employees under 18 will not be employed.

Non-Discriminatory

Production partners will employ workers on the basis of their ability to effectively do the job they are hired for only. They are not to discriminate against any applicant based on race, gender, religion, age, disability, sexual orientation, nationality, political opinion, social or ethnic origin.

Legal Requirements

Our suppliers must comply with all applicable local laws in the country in which they operate.

