



Alamode Supplier Code of Conduct

At Alamode Fashion Jewelry Company (AFJC), our standard is to aim for perfection in every aspect, follow occupational ethics in each operation and conduct, and respect each person's rights. We expect our suppliers uphold the same ethical and moral values as us, and follow the standards mentioned below:

1. Child Labor:

AFJC's definition of an underage worker is any individual who is under the age of 15, or the applicable legal employment age as stated by the local government, whichever is higher. AFJC does not tolerate the use of child labor, and will not knowingly work with those who use underage labor.

2. Forced Labor and Human Trafficking:

Suppliers of AFJC shall not employ any forced or involuntary labor, in any form of prison, slave, bonded, or indentured labor. We condemn forced labor and human trafficking, and will not knowingly work with suppliers who engage in these practices.

3. Harassment and Abuse:

Alamode believes that all workers should be treated equally and with dignity. Suppliers must not engage in, condone, or tolerate physical, verbal, mental or sexual harassment against or among their workers.

4. Discrimination:

Alamode respects cultural and individual differences, and discrimination should not, under any circumstances, be tolerated. We expect our suppliers to maintain a discrimination-free work environment and to employ legally eligible workers based on their abilities, rather than their race, color, sex, pregnancy status, gender identity, marital status, political opinions, religion, age, disability, sexual orientation, social origin, national origin or any other characteristics unrelated to an individual's ability to perform the work required by the job.

5. Freedom of Association:

Suppliers shall freely allow workers to legally and peacefully form and join organizations, and bargain collectively without interference, discrimination, retaliation or harassment.

6. Health and Safety:

Suppliers are to comply with any related regulations on providing a healthy and safe workplace for workers and ensure them potable water and clean toilet facilities. Suppliers shall also ensure fire safety measures, and provide sufficient light and ventilation. Worker dormitories provided by suppliers are to be clean and safe and provide reasonable living space.

7. Wages and Benefits:

AFJC's suppliers should ensure that all workers receive at least the legally mandated minimum wages and benefits. Workers should be compensated for overtime hours at the legal premium rate. Suppliers should pay/provide wages in a timely manner.

8. Working Hours:

Alamode Fashion Jewelry Company will not knowingly use suppliers who fail to comply with the legal maximum working hours as specified by each country's standards and laws. Additionally, suppliers must also procure their raw materials and/or components for Alamode products solely from sources that comply with our standards.