



Code of Conduct

Aarrelabel/Pumpkin Design Oy is committed to respect the human rights and ensure sustainable working methods. This Code of Conduct aim is setting up the values and principles that the Aarrelabel/Pumpkin Design Oy strive to implement in the supply chains. The Code of Conduct is based on international conventions such as the Universal Declaration of Human Rights, key UN conventions, UN Guiding Principles for Business and Human Rights and International Labour Organization (ILO) conventions and recommendations.

The principles set out in the Code of Conduct represent minimum expectations Aarrelabel/Pumpkin Design Oy have for their suppliers and other subcontractors. It is the responsibility of Aarrelabel/Pumpkin Design Oy suppliers to inform their subcontractors about Aarrelabel/Pumpkin Design Oy's Code of Conduct.

To monitor our business partners conformity with our requirements, we shall have the right to make unannounced visits to all units producing goods for Aarrelabel/Pumpkin Design Oy. Aarrelabel/Pumpkin Design Oy also reserve the right to appoint an independent third party to conduct audits to evaluate compliance with this Code of Conduct. Unwillingness to cooperate or repeated violations of the Code of Conduct may lead to termination of the business relationship with Aarrelabel/Pumpkin Design Oy.

Legal requirements

All Aarrelabel/Pumpkin Design Oy business partners must follow the national laws in the countries in which they operate.

Business partners are also committed to the requirements set out in this document. Business partners should note that these may go beyond the requirements set out in national law.

Workers' rights

All Aarrelabel/Pumpkin Design Oy business partners shall have a written employment contracts with all employees. Employment contracts must be written in the local language and include the employment terms and conditions.

No bonded labour

Aarrelabel/Pumpkin Design Oy does not accept any form of forced, bonded or non-voluntary labour. Every employee shall be treated with respect and dignity. Business partners shall ensure that migrant workers have the same entitlements as local employees. All workers shall have right to leave work and freely terminate their employment without any punishment.

No Discrimination

Aarrelabel/Pumpkin Design Oy does not accept any discrimination. Business partners shall not discriminate employee because of gender, age, religion, race, caste, pregnancy, disability, social background, sexual orientation, political opinions, diseases or any other condition that could give rise to discrimination. Workers shall not be harassed or disciplined on any of the grounds listed above.

Freedom of Association

All Aarrelabel/Pumpkin Design Oy business partners shall respect the employees right to form or join associations of their own choosing and bargain collectively. Discrimination against workers because of trade union membership is not allowed.

When operating in countries where trade union activity is unlawful, business partners shall allow workers to freely elect their own representatives with whom the company can enter dialogue about workplace issues.

Child labour

Aarrelabel/Pumpkin Design Oy does not accept child labour. Business partners shall not employ children younger than 15 years. All business partners must ensure that they do not employ anyone below this age.

In cases when business partners are removing children from the workplace, they should identify in a proactive manner, measures to ensure the protection of affected children. When appropriate, they shall pursue the possibility to provide decent work for adult household members of the affected children's family.

Young Workers

All Aarrelabel/Pumpkin Design Oy business partners must follow the legal limitations on the employment of persons below the age 18. Where young workers are employed, business partners should ensure that the kind of work is not harmful to their health and their working hours do not prejudice their attendance at school.

Wages

All Aarrelabel/Pumpkin Design Oy business partners shall respect the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families. Wages must be paid regularly on time, refer to regular working hours and shall reflect the skills, education and experience of the employee.

Business partners shall pay at least the statutory minimum wage, the prevailing industry wage or the wage negotiated in a collective agreement, whichever is higher.

Working hours

All Aarrelabel/Pumpkin Design Oy business partners shall ensure that workers are not required to work more than 48 regular hours per week. Overtime work must be exceptional, always voluntary for employee and compensated in accordance with the law. Overtime hours should never exceed 12 hours per week. Furthermore, business partners shall grant their workers the right to resting breaks in every working day and the right to at least one day off in every seven days.

Health and safety

All Aarrelabel/Pumpkin Design Oy business partners shall ensure a safe and healthy work environment for all employees. The premises must be regularly maintained and cleaned and must provide a healthy working environment.

Business partners shall ensure that there are systems in place to detect, assess, avoid and respond to potential threats to the health and safety of workers. Hazardous equipment or unsafe buildings are not accepted. Relevant first aid equipment must be available. Emergency exits must be clearly

marked and unblocked. Everyone must have right to exit the premises from imminent danger without seeking permission.

Business partners shall ensure access to drinking water, safe and clean eating and resting areas as well as clean and safe cooking and food storage areas.

Environment

All Aarrelabel/Pumpkin Design Oy business partners must respect the environment and comply with all environmental laws in the countries in which they operate. Business partners must have the relevant environmental permits for their operations.

Water is a scarce resource in many parts of the world and should be used as efficiently as possible. Business partners must ensure that all wastewater is treated and disposed according to the local legislation.

Business partners shall work to improve resource efficiency and reduce waste during their production. All waste must be taken care of in responsible manner and in accordance with local laws.

Chemicals

All Aarrelabel/Pumpkin Design Oy business partners must follow the current European Chemical regulation REACH. There should be a material safety data sheet (MSDS) available on site where the chemicals are used.

Animal welfare

Aarrelabel/Pumpkin Design Oy does not accept any harm or cruelty to animals during production. Business partners shall ensure that materials derived from animals are from animals that are treated according to the animal welfare laws and international recommendations.

Commitment to the Code of Conduct

Signing up the Code of Conduct is mandatory for all business partners having a business relation with Aarrelabel/Pumpkin Design Oy.

Signing up the Business partners commit to comply with Aarrelabel/Pumpkin Design Oy's Code of Conduct and take the responsibility to inform all subcontractors about it to secure their possibility to comply.

Please submit the signed Code of Conduct to Aarrelabel/Pumpkin Design Oy.

Place and date

Company name

Signature

Title