

**S I R .**

**SUPPLIER CODE OF CONDUCT**

Foreword:

This document aims to outline code of conduct and minimum acceptable standards for garment suppliers working with SIR the label.

We, the SIR the label team, hold the many manufacturers and suppliers we do business with accountable for operating within the same high standards that we expect of ourselves. We communicate our expectations clearly, work to identify and address issues at the raw materials/ development and supplier sourcing levels and share our best practices with the wider fashion industry both locally and globally. Through accountability and transparency, we are striving to raise the social and environmental performance for our company and sustainable supply chains of the future.

We strive to uphold our values in Corporate Social Responsibility areas of

- Human rights and labour conditions
- Safety
- Community and charitable initiatives
- Diversity
- ethics

We have identified the below key evaluation criteria for our suppliers. Each new supplier is vetted through an auditing system that reports on these critical areas to determine best suppliers for our company. Ensuring Supplier selection is in line with contemporary evaluation criteria areas – not only scored against best price/ quality compromise.

1. No forced labour
2. No child labour
3. No discrimination
4. Respect for freedom of association and collective bargaining
5. No harsh or inhumane treatment
6. Safe and hygienic working conditions
7. Wages are paid
8. Working hours are not excessive
9. Regular employment
10. Traceability of production
11. Health and Safety of products
12. Environmental awareness
13. Engagement in charitable initiatives

To conclude this document will discuss the method of implementation for code, initiatives we have already implemented and our goals to improve for the future.