

Code of Conduct

Sustainability as a Lifestyle



Less Production, More Transparency

At Ekome Studio, our mission is to create a collection with zero negative impact on our environment, and 100% positive impact on those who make our clothes.

In order to achieve such a goal, we have to carefully look what materials we use, where do they come from, who is making them and under what conditions. Having a strong relationship with our suppliers is a key factor in order to accomplish such feats.

We understand that many of our suppliers are small time artisan enterprises with little to no funds to obtain the great certifications that rule within sustainable fashion. But as a matter of norm, we only establish relationships with those enterprises that are like minded in terms of environmental and social practices.

Nevertheless, we still needed to create a system that would allow us to control the major environmental and social aspects of the fashion industry, which we describe in these Codes of Conduct.

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Child Labour

No children under the age of 15 shall be employed or permitted to work in any of Ekome Studio's suppliers. No adolescent under the age of 18 shall be allowed to work without a certificate of fitness. Suppliers which employ adolescents, shall ensure access to free basic education or vocational training.

Forced Labor

Suppliers must not impose forced labor of any kind, whether prison, indentured, bonded or trafficked labor. In the same manner, overtime must not be enforced and no sort of pressure to do so is allowed.

Living Wages

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.

Working Hours

No adult worker shall be required or allowed to work for more than 9 hours in any day and 48 hours in a week. The sum of regular and overtime hours in a week shall not exceed 60 hours. The periods of work of adult workers each day shall be so fixed that no period shall exceed five hours and that no worker shall work for more than five hours before he has had an interval for rest of at least half an hour. The periods of work of an adult worker shall be so arranged that inclusive of his intervals for rest, they shall not spread over more than ten and a half hours in any day.

Every worker must be allowed one holiday in a week, on any day. Every worker shall be allowed during the subsequent calendar year, leave with wages of one day for every twenty days of work performed by him during the previous calendar year.

Discrimination

Suppliers must not impose in any kind of discrimination (any distinction, exclusion or preference made on the basis of race, color, gender, religion, sexual orientation, political opinion, national extraction or social origin, age, physical or mental disability, medical condition, political opinion, union affiliation, marital status, pregnancy or any other classification which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation) in terms of hiring, compensating, promoting or terminating practices.

Disciplinary Practices

Every employee deserves to be treated with respect and dignity. Suppliers shall not subject their employees to physical, sexual, psychological or verbal harassment or abuse or to monetary fines as a disciplinary practice.

Freedom of Association

Our suppliers should respect the right to free association and the right to organize and bargain collectively without unlawful interference and ensure that those employees' who decide to do so are not the object of discrimination or punitive disciplinary actions.

Health and Safety

Suppliers must provide workers with a safe and healthy work environment to ensure the prevention of accidents and injuries. They shall comply with all applicable laws in this regard, and have all permits up to date.

Environment

Suppliers must comply with all applicable environmental laws and regulations where they do business and undertake initiatives to promote greater environmental responsibility. Ekome Studio favors those suppliers that manage their waste as well as their water and air emissions. We encourage suppliers to look into ways of recycling their waste to promote circularity.

Traceability

Ekome Studio works primarily with natural fibers, and more specifically GOTS certified Organic Cotton. All fabric suppliers must provide such certification. Other fabrics from natural fibers such as linen, hemp, silk, wool or others that we may use, our suppliers will need to disclose full traceability of the yarn, either through certifications or other means.

Animal Welfare

In the particular case of animal fibers, Suppliers must commit to ensure the Five Freedoms are met within our supply chain:

- Freedom to express natural behavior
- Freedom from injury and disease
- Freedom from discomfort
- Freedom from thirst and hunger
- Freedom from fear and distress

Subcontracting

Ekome studio does not allow any kind of subcontracting without previous authorization.

Legal Requirements

All suppliers must commit to comply all rules and regulations relevant to the conduct of all their businesses.

Compliance with Supplier's Code of Conduct

Ekome Studio insists on transparency between Ekome Studio and each Supplier so as to be able to verify compliance with the rules set forth in this code of conduct. Ekome Studio expects its Suppliers to provide complete and accurate information.

In case of non-compliance by a Supplier with any of the terms of this Code of Conduct, Ekome Studio will prioritize the provision of solutions to overturn the non-compliance before termination of the relationship with the Supplier. Nevertheless, Ekome Studio reserves the right to terminate at its sole discretion any business relationship with the Supplier.