

# Supplier Code of Conduct

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We commit to working & aligning ourselves with other like-minded people and businesses; together we recognise that although some changes are small, they are still hugely significant in the big picture.

## Our Guidelines

Our Code of Conduct and Social Policies outline the base requirements for responsible behaviour and ethical standards that we will accept from within our business and from any other manufacturers whom we choose to work with.

We choose to implement these guidelines alongside local and internationally recognised laws to promote awareness of social responsibility and ethical standards within business and hold all business partners to the same standard.

### Forced Labour & Child Labour

Flash Jewellery and our manufacturers will not employ any person under the minimum working age nor will any individual be compelled to work through coercion, force, intimidation or deception.

### Wages & Hours

Flash Jewellery and our manufacturers will comply with all local laws regulating wages and working hours and will ensure that each employee will receive not less than the living wage. Overtime hours will be voluntary and remunerated at the applicable rate.

### Health & Safety

Flash Jewellery and our manufacturers will provide a healthy and safe workplace for all employees. Workers shall have access to clean drinking water, hygienic facilities and ventilated workspaces. Fire safety & evacuation plans shall be maintained & updated regularly.

### Environment

Flash Jewellery and our manufacturers will conduct all operations and services in compliance with local and internationally recognised environmental practices. We will incorporate principles of sustainability into business & encourage all employees to express fundamental environmental concerns.

### Harassment & Bullying

Flash Jewellery and our manufacturers require all employees to be treated with dignity and respect. No employee shall be subject to harassment, bullying or abuse, whether that be in physical, verbal, sexual or physiological form.

# FLASH JEWELLERY

## Non-Discrimination

Flash Jewellery and our manufacturers do not & shall not discriminate against any individual on the basis of race, religion, gender, age, disability, marital status or sexual orientation. We are committed to providing a welcoming & inclusive environment for all.

## Compliance with Local Laws

Flash Jewellery and our manufacturers will conduct business in compliance with and at all times uphold, local laws and regulations pertaining to their local jurisdictions. This includes all laws covering labour & employment and the conduct of business in general.

## Animal Welfare Policy

Flash Jewellery and our manufacturers are committed to the zero use of animal or animal bi-products during any stages of manufacturing and production. We believe that the Welfare Needs for all animals, regardless of species, should be provided, maintained & protected without hesitation.

## Covid-19 Policy

Flash Jewellery and our manufacturers must prepare and plan in accordance with local and international laws and recommendations, to help limit the spread of infectious diseases. Commercial pressures shall not ever take priority over the health and well-being of people.