

PIPER & SKYE

Piper & Skye has agreed to abide by moral and ethical values in the management of the Company, based on fairness, honesty, transparency and in respect with the standards in force at the national and international level. Therefore the Company expects its internal and external stakeholders to respect and adhere to the same philosophy, respecting and enforcing such principles in the management of their own Companies.

The present Internal and External Code of Ethics is an expression of the Company's principles and values, and requires strict compliance with these standards.

Any breach or violation of this code and/or of the national or international standard shall potentially cause an immediate termination by the Company of the business relationship.

It is understood that the Internal and External Code of Ethics requires respect for any national or international law, as well as the Conventions of the International Labor Organization, the Universal Declaration on Human Rights, the guiding principles of the OECD and the principles of the Global Compact. In case of conflict, the highest standard rule shall apply.

EXTERNAL CODE OF ETHICS

We are working hard to establish ourselves as the leader in responsible luxury and create a world-class company. Because we find ourselves in the unique position to honor what we have borrowed from nature and create beautiful handbags with the utmost respect for our planet and everything on it, Piper & Skye seeks to align with other companies who are taking a stand and having a positive effect on the fashion industry. With the desire to effect even further positive change, Piper & Skye commits to continuously improve all aspects of its supply chain and materials selection decisions with a vision to lead the industry with its social and environmental impact. This commitment extends to communication between us and our suppliers and vendors.

Transparency is key to keep our supply chains above reproach. The Piper & Skye team works with integrity in every facet of its processes. All our confirmed suppliers will be shown on the Piper & Skye website under [Transparency](#).

Piper & Skye encourages a climate of moral and ethical responsibility at every level of the company internally as well as externally. As such, universal compliance to and support of the codes of conduct outlined in this policy is expected of every member of this organization and those working alongside us in business proceedings.

VALUES: Employees will hear us use our value identifying words time and time again and at every level of business. We expect our employees to value these traits and to support their use and meaning within the organization.

***Respect
Responsibility
Trust***

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Transparency Passion

The Piper & Skye uses agreements to outline “Supplier Code of Conduct” and “Manufacturers Code of Conduct” (also listed on our website) which define the minimum standard of ethical and responsible behaviour that must be met by the manufacturers and suppliers of the products commissioned by Piper & Skye, in the course of its business.

The Piper & Skye Code of Ethics includes adherence to the following principles:

- All Piper & Skye’s operations are developed from an ethical and responsible perspective.
- All persons, individuals or entities who maintain, directly or indirectly, any kind of employment, economic, social and/or industrial relationship with Piper & Skye are treated fairly, with respect, and with dignity.
- All Piper & Skye’s activities are carried out in a manner that most respects the environment.
- All manufacturers and suppliers (i.e. production centres that are not the property of Piper & Skye) fully adhere to these commitments and undertake to ensure that the standards set forth in the Code are met.
- We recognize that some of this requires change - we are willing and able to work alongside our partners to get into alignment with our goals. They will have to be interested and engaged enough to partake on this journey with us. For anyone who cannot meet these requirements or expectations, please be aware that the future working relationship may be at stake.
- Establish partners with like minded suppliers and manufacturers.
- Any extreme violations of these requirements/expectations could mean the end of our working relationship.
- We expect full transparency, disclosure, and reporting on an ongoing basis, and if these are not met we will seek alternative working relationships.

Piper & Skye’s Values Statements:

All internal and external stakeholders must comply with Piper & Skye’s value statements:

1. Industry Leadership in Responsible Luxury

Piper & Skye has set out to purposefully create rare and luxurious handbags which define the company ethos: Responsible Luxury. We take great pride in the time, energy and pure passion devoted to ensuring the people, animals, and environment each impacted by our processes are top of mind in all supply chain and material sourcing decisions. We are committed to making every decision a thoughtful one and every impact a positive one. Each individual handbag is the result of our efforts to utilize socially-responsible and ethically-sourced materials. We are purposefully transparent. We expect to be held accountable for our actions and decisions. We vow to be honest

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in our policies and systems, and to operate with integrity in all we do. We believe in a corporate culture of fairness and respect and we expect this from our suppliers. We take care of our supply chain and hold each of our partners accountable to meet or exceed the standards and practices with which we operate. Responsibility for Piper & Skye means not just internal corporate responsibility but an inherent duty to serve the environment, species, and fellow humans we occupy this earth with as best we can.

2. Sustainability & Ethical Sourcing Criteria

Piper & Skye has developed a checklist for use in its careful selection of materials (exotic skins and leathers) used for production of its luxurious handbags. The following are the items we require in order to proceed with a certain raw material.

- The species has to be in **over-population** in its natural habitat.
- The species has to be used as a **food source** somewhere in the world.
- The skins and leathers would be considered a **waste product** (headed for a landfill) unless passed-on to designers and artisans who create beautiful handbags and accessories with them.
- Management of the species is overseen by a **governing body** (CITES, Fish and Wildlife Licensing, etc.) which seeks to ensure the healthy and thriving ecosystem in which the species lives.
- There is no **undue suffering** in any form during the process of culling, fishing, or other.

** This list will be continuously edited and modified, as needed.*

3. Diversity and Inclusion

The 2019 - 2020 events in North America surrounding systemic racism have left us saddened, disheartened, and angered for the injustices that continue to impact the Black community and BIPOC. These recent events have made it clear that we need to re-examine our efforts and take immediate and sustained action to combat racial bias. As individuals and a brand, we have spent the past two weeks pausing to listen, learn and better educate ourselves to further act against systemic racism.

Piper & Skye has always recognized the importance of representing diversity in our brand and have been proud of the work we have done to showcase diversity in each of our marketing efforts with our collections.

Simply put, we must be more committed to the support of BIPOC for the betterment of our future and humanity. We feel it is important to share with you our commitments with this ongoing dialogue to ensure we are moving forward together for a brighter world. While some of these initiatives will take time to implement and ultimately drive change, we hope you will be confident in our continued support of BIPOC.

COMMITMENT

We commit to continuously overseeing our internal policies, company partners, and our supply chain to ensure they are aligned with our inclusive promise.

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We are committed to celebrating our inclusive Board of Advisors and to ensuring we have a board represented by people of all backgrounds, at all times. We welcome and cherish the diversity we have built and look forward to ensuring this continues.

We will be implementing an internal reporting policy of any anti-inclusive behaviour to share with our entire team and our supply chain.

We remain committed to celebrating BIPOC in not just our marketing efforts but across our company in every way. We are proud to work with such incredible voices in the community.

Piper & Skye has confidence in its suppliers and manufacturers. Piper & Skye is thankful that these suppliers already do much more for working conditions and the environment than the minimum requirements. Piper & Skye is privileged to align with suppliers leading the industry in their conduct on social and environmental matters, and we look forward to continuing to make supply chain improvements with your support.

Click [here](#) to read our Supplier Transparency Policy.

To read Piper & Skye's Environmental Policy, please click [here](#).

To read Piper & Skye's most recent Internal Social Compliance Report, please click [here](#).

For more information, please contact Piper & Skye at info@piperandskye.com or 1-888-347-2334.