

CLOTH & CO.

SUPPLIER CODE OF CONDUCT

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Cloth & Co. is dedicated to transforming the fashion industry by introducing innovative approaches. Our objective is to make a significant positive difference. We strive to foster environmental regeneration, prioritize the well-being and progress of all individuals in our supply chain, and collaborate with other companies to achieve these goals. The Supplier Code of Conduct (Code) we adhere to draws inspiration from globally recognized principles, including the core conventions of the International Labor Organization (ILO) and the Universal Declaration of Human Rights. This Code sets out the minimum standards we anticipate from our suppliers.

We view our suppliers as partners. In order to verify the adherence of our suppliers to these minimum standards, we have developed long term relationships with our suppliers and have personally visited them and continue to do so regularly.

In addition to upholding the highest ethical and environmental standards for our suppliers, we also hold ourselves accountable for our own purchasing practices.

"At Cloth & Co. it's of utmost importance to us to work with partners that share our values of fair work practices, empowering women and respecting the earth to create beautiful, inclusive and high-quality garments."

DAISY BURGESS

INTRODUCTION

As a valued supplier for Cloth & Co., we view you and your employees as an integral part of our extended family. Our commitment to ensuring the well-being of our own employees also extends to those who contribute to the Cloth & Co. supply chain at any stage. The purpose of this Code is to openly communicate our dedication to fostering positive and sustainable business relationships with our suppliers. We anticipate the highest level of adherence to ethical, environmental, and governance practices from the businesses we collaborate with. These expectations are outlined in detail below.

01 Collaboration

We value collaborative relationships with our suppliers. We expect suppliers to actively engage in open and constructive communication, share relevant information, and work towards mutually beneficial solutions.

02 Continuous Improvement

Suppliers should strive for continuous improvement in their operations, processes, and performance. This includes setting and achieving goals related to quality, efficiency, and sustainability.

03 Governance & Ethics

Suppliers must maintain high standards of governance and ethics. They should operate with integrity, honesty, and fairness in all business dealings, ensuring compliance with applicable laws, regulations, and industry standards.

04 Bribery & Corruption

Suppliers must not engage in any form of bribery, corruption, or unethical practices. They should reject all forms of extortion, kickbacks, and facilitation payments, and comply with anti-bribery and anti-corruption laws.

05 Management, Monitoring & Evaluation

Suppliers are expected to implement robust systems for managing, monitoring, and evaluating their performance in relation to environmental, social, and governance factors. This includes conducting regular assessments and audits to identify areas for improvement.

06 Commitment to Transparency

Suppliers should promote transparency in their operations and supply chains. They should disclose relevant information, including product origin, sourcing practices, and any potential risks associated with their operations.

07 Animal Welfare

Suppliers must treat animals with care, respect, and dignity. They should adhere to recognized animal welfare standards and guidelines, ensuring the humane treatment of animals throughout their supply chain.

08 Environmental Management

Suppliers should adopt environmentally responsible practices. This includes minimising waste, pollution, and resource consumption, implementing recycling and waste management programs, and promoting the use of renewable energy sources.

09 Responsible Chemical Use

Suppliers must use chemicals responsibly and in compliance with relevant regulations. They should prioritise the use of safer alternatives, minimise the release of hazardous substances into the environment, and provide appropriate handling and disposal guidelines.

10 Responsible Water Use

Suppliers should manage water resources responsibly. This involves monitoring and minimising water consumption, implementing water conservation measures, and addressing any potential water-related risks or impacts.

11 Minimise Greenhouse Gas Emissions

Suppliers are expected to minimise their greenhouse gas emissions. They should identify and implement strategies to reduce emissions, improve energy efficiency, and transition to low-carbon technologies whenever feasible.

12 Waste

Suppliers should adopt waste management practices that prioritise waste reduction, reuse, recycling, and responsible disposal. They should strive to minimise the generation of hazardous waste and explore opportunities for waste valorisation.

13 Community Development

Suppliers should contribute positively to the communities in which they operate. This includes supporting local employment, engaging in community development initiatives, and respecting the rights and cultures of local communities.

14 Wages & Employment

Suppliers must provide fair and competitive wages and benefits to their employees, in compliance with applicable laws and regulations. They should uphold principles of equal opportunity, non-discrimination, and respect for workers' rights.

15 Labor Standards

Suppliers must ensure that their employees are treated with dignity and respect. Forced labour, child labour, and human trafficking are strictly prohibited. All workers must be free to join or not join a trade union or other lawful organisation. Suppliers must provide a safe and healthy working environment and ensure that wages and benefits meet or exceed legal requirements.

16 Working Conditions

Suppliers are expected to provide safe and healthy working conditions for their employees. This includes ensuring compliance with occupational health and safety standards, providing appropriate training, and maintaining fair working hours.

17 Commitment to a Living Wage

Suppliers should demonstrate a commitment to providing a living wage to their employees. This means remuneration that covers the basic needs of workers and their families, including adequate food, housing, healthcare, and education.

18 Non-discrimination & Equal Opportunity

We firmly believe in non-discrimination and equal opportunity, and expect all our suppliers to adhere to these principles, treating individuals fairly and impartially without any bias based on race, colour, religion, gender, sexual orientation, disability, or any other protected characteristic.

19 Ethical Business Practices

Suppliers must conduct their business in an ethical and transparent manner. Suppliers must not engage in any fraudulent, deceptive, or misleading practices. Suppliers must respect the intellectual property rights of others.

20 Confidentiality and Privacy

Suppliers must protect the confidentiality and privacy of our confidential information, including any personal data we may share with them.

21 Compliance and Reporting

Suppliers must comply with this code of conduct and any other requirements we may communicate to them from time to time. Suppliers must promptly report any violations of this code of conduct to us.

PURCHASING PRACTICES

In addition to establishing minimum standards for our suppliers, we also hold ourselves accountable to a set of minimum purchasing practices. These practices are designed to foster a mutually beneficial relationship between both parties. Please find the details outlined below.

01 We will ensure that lead times provided are fair and achievable.

02 We will provide accurate product specifications and reliable forecasting.

03 We will make every effort to minimise changes to specifications. In cases where changes are unavoidable, we will adjust target delivery times accordingly.

04 We will always offer a fair and reasonable price for the products or services provided.

05 We will maintain open and transparent communication with our suppliers, addressing any issues or concerns promptly and providing opportunities for collaboration to find solutions.

06 We will continuously strive for improvement and seek ways to enhance our practices and performance.

ACKNOWLEDGED BY THE SUPPLIER:

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(SIGNATURE)

NAME

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POSITION

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COMPANY

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DATE

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