

PRINTBUILDER

CODE OF CONDUCT

Purpose

Our Code of Conduct has been established to ensure that all parties who partake in any stage of the production of our custom apparel follow an ethical way of working. It has been created to guarantee the protection and fair treatment of all person(s) who the business extends out to. We ensure that all parties, albeit affiliates or partner companies adhere to these social and ethical responsibilities while under contractual relations with Print Builder Limited.

Policy

Who does this apply to?

Our Code of Conduct applies to all persons with whom we have contractual agreements. The scope of the code extends from; the working conditions and treatment of people within our working environments; the companies with which we have contractual agreements in place (inclusive of their subsidiaries); our affiliates and our employees.

As well as this Code of Conduct, all contractual partners and affiliates must be legally compliant in respect of their national and international legal obligations by which they are governed. Where there may be multiple laws which govern either social or laboring laws, the strictest laws are to take precedent for the purposes of this Code of Conduct.

How does the Code of Conduct apply to the workplace and workforce?

All forms of labour listed below are strictly prohibited for the purposes of this Code of Conduct and may result in a withdrawal in the business relationship should any person(s) with whom we have any business agreement be found to be in contravention of the following:

Child Labour – We prohibit the labour and use of any child for their services rendered who are under the age of the completion for compulsory schooling. In alignment with Article 4 of the Human Rights Act 1998, and the legal requirements established under the ILO (International Labour Organisation), we do not permit any action(s) which serve to compromise these regulations.

Forced Labour – Any form of labour which is forced onto any person(s) is strictly forbidden by Print Builder Limited. This is to include any forms of slave labour which contravene any articles or stipulations stated within the HRA 1998 or ILO, adjacent to this matter. Prison labour or any form of labour conducted by any incarcerated person(s) is also not permitted.

Working Hours/ Contracts – An employee or contractor must not exceed the legally permitted hours to be worked in a single week [48 hours with maximum of 12 hours in overtime]. Payment to employees should not fall short of the minimum payment rate for the country in which the labour has been induced.

Working Conditions – Print Builder Limited are an advocate of suitable working conditions and of an employer's responsibility to ensure a high level of employment and social protection while in and around the work place. We expect all companies with whom we have contractual agreements to ensure a safe and healthy working environment for all staff, without exposure to any inhospitable conditions including chemicals and/or materials. The scope of this conduct also extends to the daily treatment of employees and contractors who should not be victim to any form of harassment albeit physical or mental.

Equal Opportunities – All employees are to give equal opportunities to their employees and must treat all of their staff/ affiliates or partner companies with equality. No party shall be discriminated against due to Race, Gender, Disability, age, social status, political or religious beliefs, sexual orientation or any other means which could be considered discriminatory under ILO regulations and/ or the laws for their respective state(s).

Other Rights – All employees should be granted:

- The freedom to join and be represented by a trade union
- The freedom to express oneself [where those expressions do not bring the employee into disrepute i.e. where an employee may be under NDA (Non- Disclosure Agreement)]

Print Builder Limited reserves the right to withdraw from the business relationship with any person(s) or company who breach this code of conduct. We aim to work alongside those who have similar (if not identical) beliefs to our own. Print Builder works hard to ensure the highest social standards with all of our partners, and has a vigorous screening process in place to uphold these standards.

If you do not agree with this Code of Conduct, then you should cease to continue any business relationship you have with Print Builder Limited.

If you believe in these principles and ethical standards, then we look forward to working with you.

Let's achieve greatness.

Warm regards,
Simeon Douglas
Founder & Managing Director

