

# Sustainable Sourcing Statement

Ethical Trade Policy Basic Principles:

At Nubyén we believe in mindful beauty and we recognise that our commercial activities have the potential to impact our suppliers. As a socially responsible business we do this by preventing the following:

Forced Labour:

No employee will be contracted to forced labour. Our supplier shall employ employees of their own free will and not subject them to forced work.

Child labour

Child labour is not permitted under any circumstances, no child under the minimum legal working age is allowed to be employed anywhere in our supply chain. Child workers must not be involved at any point of production/manufacture or supply of goods to Nubyén. Children are not permitted into production areas at any time.

Safe and healthy working environments

Employees should be provided with safe and healthy working conditions

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## Discrimination

All forms of discrimination is prohibited in all instances. Equal opportunities are encouraged and discrimination is prohibited with regards to recruitment and employment. All employees at the workplace should have equality and equal access to jobs, training and promotion.

## Working hours

Suppliers should ensure that all employees working hours are monitored and do not infringe on statutory regulations. All employees should be treated with respect and no form of modern slavery used to produce the clothes. Ultimately working hours should be compliant with national laws. Workers should feel safe and have a dignified work environment. Wages should also meet or exceed legal industry standards.

## Health and safety

Adequate measures should be taken to protect the health of employees from hazardous materials and protect the health and safety of all staff. All working conditions must be safe. And all hazardous chemicals should be labelled appropriately with the correct warning signs where necessary

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## Chemical Safety

Hazardous substances must be avoided and eliminated, warning signs should be provided. Protective equipment should be provided to employees free of charge where necessary.

## Animal welfare Policy

At Nubyén we believe that animals should be treated with the upmost care and dignity, we therefore do not use fur products or any part of vulnerable animals, including feather down or bone components in the production of our clothing/active wear. We expect our suppliers to abide by this. We do not do any animal testing and do not condone the mistreatment of animals, wilful abuse, cruelty and or neglect under any instances. Nubyén Cosmetics are not tested on animals, in line with the EU animal testing ban 2013.

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