

S O L B A R I

Code of conduct

Supplier code of conduct

At Solbari, we exist to empower people to live a sun smart life. In being one of the world's leading sun protection brand, we manufacture and source our products in accordance with ethical, social and environmental principles. We expect our business partners to conduct their business in compliance with the same values and respect of our company that inspires us every day.

The Solbari Supplier Code of Conduct defines the minimum acceptable standards we expect our partners to meet while manufacturing our products. In alignment with ILO standards and the ETI Base Code, Solbari is committed to the application, monitoring and maintenance of the following minimum standards of compliance to establish traceability and transparency within our supply chain. Suppliers applying our Code are expected to comply with national and other applicable laws and, where the provisions of the law and this Code address the same subject, apply that provision that affords greater protection.



Compliance

- No Forced Labour
- No Child Labour
- Wages and Benefits
- Working hours
- Regular employment is provided
- No Discrimination
- Freedom of Association



Equitable

- No Harsh or Inhumane Treatment, No Harassment and No Abuse
- No Bribery and Corruption
- No Non-Approved Sub-Contractors or Home Work



Safety

- Workplace Health and Safety
- Animal Welfare



Sustainability

- Environmental Protection



Execution

- Fully Implemented Code
- Confirmation of receipt and acceptance
- Ongoing Monitoring and Compliance

Scope of application

This Code of Conduct applies to all business partners that are in a business relationship with Solbari. Compliance is mandatory. We will use this code to help govern the way we choose and evaluate the performance of our partners.



Commitment

Commitment and implementation of this code

As a condition of doing business with Solbari, the supplier must communicate this code to its employees and implement its requirements into its business policies and practices.

Business partners commit to have verification mechanisms and well-functioning management systems in place to implement, comply with and examine the principles laid down in this Code of Conduct.

By signing this document, business partners ratify their commitment to abide by the principles of this document.



Compliance

Compliance with legislation, regulations, and contracts

Business Partners shall comply with all applicable laws and regulations (including anti-corruption and bribery laws) where they conduct business and shall meet the contractual obligations established between the parties throughout the period.

No forced labour

The supplier does not use forced labour, involuntary prison labour, indentured labour, bonded labour, or involuntary overtime. The supplier is responsible for employment eligibility fees of foreign workers, including recruitment fees.

There must be no debt bondage by employers, employment agents or informal labour recruiters including the imposition of levy deposits.

No involuntary retention of ID documents, fees charged, or timelines must be applied to access these.

There is ZERO TOLERANCE for deceptive recruitment practices.

No child labour

There shall be no recruitment of child labour. Supplier's employees must be at least age 16 or over the age for completion of compulsory education in the country, or over the legal working age in the country – whichever is higher.

Suppliers shall develop or participate in and contribute to policies and programs which provide for the transition of ant child found to be performing child labour to enable him or her to attend and remain in quality education until no longer a child," child" and "child labour" being defined above.

Children and young persons under 18 shall not be employed at night or in hazardous conditions.

Wages and benefits

Wages and benefits paid for a working week must, at a minimum meet national legal standards or industry benchmark standards, whichever is higher. In any event wages should be enough to meet basic needs and to provide some discretionary spending. Workers must be provided with all legally mandated benefits including holidays, leave and statutory severance when employment ends.

All workers should be provided with written and understandable information about their employment conditions in respect to wages BEFORE THEY ENTER EMPLOYMENT and about particulars of their wages for the pay period concerned each time they are paid.

Deductions from wages as a disciplinary measure (such as for absenteeism, lateness, cost of uniform for joining) shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without permission of the worker concerned. All disciplinary measures should be recorded.

No recruitment fee shall be paid by the employee at any time during the recruitment process.

Working hours

Working hours must comply with national labour laws, shall be defined by contract and shall not exceed 48 hours per week.

All overtime shall be voluntary. All overtime shall always be paid at a premium rate which should be not less than 125% of the regular rate of pay.

The total hours worked in any seven-day period shall not exceed 60 hours (except under extenuating circumstances) or the regular and overtime hours allowed by the laws of the manufacturing country, whichever is less.

Workers shall be provided with at least one day off in every seven-day period, or were allowed by national law, two days off in every 14-day period.

Statutory leave and holidays must be recognized.

Regular employment is provided

To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, home-working

arrangements or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed -term contracts of employment.

No discrimination

The supplier must ensure that employees are not subject to discrimination in employment, including hiring, compensation, promotion or discipline, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, social or ethnic origin or any other status protected by country law.

All employees shall be free to take annual leave upon submission of prior notice.

Freedom of association and collective bargaining

To the extent permitted by the laws of the manufacturing country, the supplier must allow employees the right to form and belong to trade unions and any other form of employee organizations of their own volition and without harassment, interference or retaliation.



Equitable

No harsh or inhumane treatment, harassment and abuse

The supplier must ensure that employees are treated with respect and dignity and employees are not subject to physical, sexual, psychological or verbal harassment or abuse.

No non-approved sub-contractors or home work

This Code applies equally to any SOLBARI-approved sub-contractor who is engaged by the supplier to manufacture SOLBARI branded products. The supplier must not engage a sub-contractor who has not been approved for use by SOLBARI.

The use of home workers is not allowed in any circumstances

Bribery and corruption

SOLBARI adopts a zero tolerance policy in respect of bribery and corruption.



Workplace health and safety

The supplier must provide safe, hygienic and healthy workplace facilities including, but not limited to manufacturing sites, dormitories and canteens. All facilities must meet the requirements of the applicable laws and regulations of the manufacturing country and must have systems in place to detect and respond to potential risks to the safety and health of employees and visitors to the site. This includes fire detection and prevention systems.

Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new and reassigned workers. The supplier shall assign responsibility for health and safety to a senior management representative.

Animal welfare

Suppliers must respect animal welfare and work progressively towards adopting healthy and humane practices towards animals based on best available technology and standards.

Suppliers must ensure the hides sourced to the manufacturer do Not come from countries or regions where animal welfare is not respected or where the activity results in deforestation. It is the supplier's responsibility to adopt mechanisms to ensure and prove the above guidelines are followed.

Sustainability

Environmental impact

The supplier must ensure that human health and the environment are protected by adhering to all applicable regulatory requirements in relation to air emissions, solid/hazardous waste and water discharge. The supplier must continually strive to mitigate any negative operational impacts on the health of its employees and the external environment. Suppliers are expected to minimise the environmental impact of their operations and maintain environmentally responsible policies and practices.

Suppliers must comply with all applicable laws and regulations relating to the environment, including any management and reporting obligations. Suppliers are expected to manage the environmental impact of their operations by:

1. Ensuring the safe storage, transportation and disposal of hazardous substances including hazardous waste;
2. Maintaining policies and practices for the efficient use of energy, water and natural resource consumption; and
3. Maintaining policies and practices that reduce the risk of pollution, loss of biodiversity, deforestation, damage to ecosystems and greenhouse gas emissions

Execution

Fully implemented code

The supplier must implement and integrate this Code into its business as a condition of working with Solbari. The supplier shall post this Code, in the language(s) of its employees in all major workspaces, train employees on their rights and obligations as defined by this Code and applicable country law when producing Solbari branded products.

Confirmation of receipt and acceptance

The supplier must sign and return the fully executed Code of Conduct to Solbari in order to work with Solbari.

Monitoring and compliance

Production partners must allow Solbari and designated third party quality inspectors access to all workers, facilities including manufacturing and working housing facilities, and all relevant documents to confirm compliance with this Code of Conduct. This should be granted with or without notice provided in advance.