

CODE OF CONDUCT

RETAIL TRIBES BV

Retail Tribes BV aims on cooperating on a partnership base with its suppliers. Communication is of high priority, by frequently communication mistakes are avoided and efficiency can be reached. Besides communication, the factories are regularly visited and we feel a strong connection with our partners. Retail Tribes aims on doing more than only giving orders to the factories. Growing together with our partners by investing on a long term base is our mission.

Before a partnership is started with a supplier, they are asked to sign the Retail Tribes code of conduct. This code of conduct is a set of minimum standards that need to be reached within a factory. The Supplier Code of Conduct details the principles and practices that Retail Tribes expect the Suppliers to uphold. The Code, which is based on local, national laws/ regulations, the International Labour Organization's (ILO) core conventions, and internationally recognized occupational health, safety, and environmental standards, represents our commitment to source goods from suppliers who value and incorporate these provisions into their operations. The code of conduct should not be used against employees in any way. Although suppliers' employees work in different departments, the Code of Conduct is applicable to all worksites utilized for Retail Tribes BV sourcing and associated onsite residential facilities.

Code Observance

All business partners: our suppliers, subcontractors, and third parties, shall conform the national and international legislation applicable to the type of industry and the operating country. In countries where domestic laws and regulations are in conflict with, or set a different standard than Retail Tribes BV Code of Conduct, the law must be followed first. Business partners must notify Retail Tribes immediately, in case of any deviation between national and international laws/regulations and this Code of Conduct, before signing this Code of Conduct. Including any conflict occurring from a Code of Conduct used by a subcontractor or third party. This Code of Conduct does not replace other obligations as laid down in other agreements between Retail Tribes and suppliers such as, supplier manuals, textual guidelines and/or other agreements between parties.

Factories will be checked on a regular base if they comply with the minimum standards. When it becomes apparent that a supplier does not comply with our code of conduct, the factory will receive help and guidance to improve the conditions to ensure a positive and safe work environment. If our guidance is not implemented and the conditions are not improved, Retail Tribes will not hesitate to end the business relationship.

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No child labour and protection of young workers (ILO convention no. 10, 79, 138, 182)

Under no circumstances will child labour be tolerated. The minimum age for employment shall be not less than the age of completion of compulsory schooling, which is 15 years, unless the exceptions is recognised by the ILO. All suppliers should have an age-verification system as part of the recruitment process, which cannot be used against the worker. Mission is to take care of children, when children need to be dismissed from the factory, a proactive manner is advised. To prevent children in moving into more hazardous employment.

Legal limitations for workers below 18 years need to be followed. This includes; regulation of working hours, restriction to manual loads of transport and workers below 16 years are not allowed to work involving radiation. Protection is required against conditions which are harmful, by its nature or the circumstances in which it is carried out.

No bonded labour (ILO convention no. 29, 105)

There shall be no use of forced, including bonded or prison labour. Any engagement in slavery as lodging deposits, or the retention of identity documents from personnel upon commencing employment will not be tolerated. All basic human rights need to be met. It is expected from our suppliers that they take responsibility for subcontracting. Subcontractors need to be checked on complying with the given standards.

Decent working hours (ILO convention no.1, 14, 116)

Working hours shall comply with national and international laws, regulations and industry standards. In any event, workers shall not, on a regular base, be required to work more than 48 hours per week. Overtime needs to be voluntary and cannot exceed 12 hours per week. In a seven day period, at least one day off needs to be provided. The use of overtime shall not be demanded regularly and paid at a premium rate in accordance with the law.

Liveable wage (ILO convention no. 12, 26, 100, 101, 102, 131)

All workers have the right to receive a payment that meet or exceeds legal minimum and/or industry standards. The wage should be sufficient to provide the workers and their families with a decent living. Illegal, unauthorised or disciplinary deductions from wages is not tolerated. Deductions from wages as a disciplinary measure are forbidden, unless this is permitted by national law and a freely negotiated collective bargaining agreement is in force. All workers shall be made aware of their payment conditions before they commence their employment and receive a copy of the labour contract.

No discrimination (ILO convention no. 100, 111, 143, 158, 159, 169, 183)

No discrimination is allowed during recruitment, remuneration policy, access to training, promotion, termination or retirement based on gender, age, religion, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organisations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, diseases or any other condition that could give rise to discrimination. Migrant workers shall have exactly the same entitlements as local employees. In particular, workers shall not be harassed or disciplined on any of the grounds listed above.

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Work place health and safety (ILO convention no.155, 170)

Every workers deserves the right to work in a healthy and safe environment. Therefore, it is the suppliers obligation to provide a hygienic working environment and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Vulnerable individuals such as - but not limited to - young workers, new and expecting mothers and persons with disabilities, shall receive special protection.

Suppliers and factories shall ensure that there are systems in place to detect, assess, avoid and respond to potential threats to the health and safety of workers. They shall take effective measures to prevent workers from having accidents, injuries or illnesses, arising from, associated with, or occurring during work. These measures should aim at minimizing, so far as is reasonable, the causes of hazards inherent within the workplace.

Suppliers and factories shall comply with occupational health and safety regulations, or with international standards where domestic legislation is weak or poorly enforced. Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation is strictly prohibited.

Freedom of Association and right to organise collective bargaining (ILO convention no. 11, 87, 91 98, 135, 143, 154)

The right of all workers to form and join trade unions and to bargain collectively shall be recognised. Workers representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions. Employers shall adopt a positive approach towards the activities of trade unions and an open attitude towards their organisational activities. When operating in countries where trade union activity is unlawful or where free and democratic trade union activity is not allowed, suppliers and factories shall respect this principle by allowing workers to freely elect their own representatives with whom the company can enter into dialogue about workplace issues.

Protection of the environment

Suppliers and factories need to exceed the minimum legal standards when taken care of the environment. Procedures for waste management, handling and disposal of chemical, and other dangerous materials, emissions and effluent treatment need to be established and followed. The environmental impact of operations should be assessed, in accordance that effective policies and procedures are followed by the suppliers and factories. Responsibility is given to the suppliers and factories to minimize or prevent adverse effects on the community, natural resources and the overall environment.

Animal Welfare

Retail Tribes cares about how animals are treated. Therefore, no real fur, angora wool, exotic animal skin, feathers from live plucked animals and / or merino wool from mulesed sheep are included in the collections. When animal materials are used, suppliers and factories should only source animal materials from farms with good animal practices. The welfare of animals kept by humans, for the purpose of supplying raw animal material should at least have suitable and sufficient food and water, proper facilities, freedom of pain, injury and disease and live in freedom from fear and stress.

The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law and international treaties and, where the provisions of law and this Base Code address the same subject, to apply that provision which affords the greater protection.

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