

SOCIAL, PROFESSIONAL AND ENVIRONMENTAL CODE OF CONDUCT FOR MANUFACTURERS OF GARMENTS AND ACCESSORIES FOR INDI & COLD

This Code is based on the principles and philosophy of the United Nations Global Compact, as well as the principles stipulated in the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child and the recommendations of the International Labor Organization (ILO).

HEALTH AND SAFETY AT WORK

A safe (fire prevention, machinery, etc.) and healthy (light, ventilation, hygienic conditions, etc.) workplace shall be guaranteed for employees, complying with all the requirements of applicable legislation in this area. Likewise, they shall ensure that these conditions are extended to all facilities intended for their employees in order to prevent accidents and health damage.

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FAIR WORKING HOURS

Applicable legislation and industry rules on working hours shall be complied with.

Weekly working hours and overtime shall not exceed the legal limit established by the legislation of each country. Overtime shall always be voluntary and paid in accordance with the law.

PROHIBITION OF DISCRIMINATION

Manufacturers and suppliers shall not engage in any discriminatory practices in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, creed, nationality, religion, age, physical or mental disability, gender, civil status, sexual orientation and/or trade union or political affiliation.

PROHIBITION OF CHILD LABOUR

Child labor will not be used in accordance with the criteria set out in the ILO conventions. Furthermore, our policy on child labor is based on the UN Convention on the Rights of the Child.

DISCIPLINARY MEASURES, HARASSMENT AND ABUSE

Manufacturers and suppliers shall treat their employees with dignity and respect. Under no circumstances will physical punishment, sexual or racial harassment, verbal or power abuse, or any other form of harassment or intimidation is tolerated.

PROHIBITION OF FORCED AND COMPULSORY WORK

Manufacturers shall not use any kind of forced or compulsory work.

RESPECT OF THE FREEDOM OF ASSOCIATION

Manufacturers shall respect the right of their employees to associate, organize or bargain collectively without penalty.

SALARIES

Manufacturers shall ensure that salaries are in strict compliance with all laws. In addition, the legal minimum wage shall be interpreted as a minimum wage, but not as a suggested level.

OUTSOURCING

Manufacturers and workshops may only carry out production in factories approved and verified by indi & cold.

CORRUPTION AND INTEGRITY

Honesty, integrity and transparency are fundamental aspects of our company. We do not accept corruption of any kind. Our suppliers must commit to a strict anti-corruption code and indi & cold's Code of Ethics. This applies at all levels and in all countries of operation.

ENVIRONMENT AND COMMITMENT

All manufacturers' activities shall be carried out in an environmentally respectful manner and in compliance with all applicable laws and regulations. All manufacturers must sign the indi & cold chemical products restriction commitment document.

COMPLIANCE WITH CURRENT LEGISLATION

Manufacturers shall also comply with the applicable legislation in all matters not covered by the above points.

OTHER ASPECTS

AREAS OF APPLICATION OF THE CODE

All of the above points are mandatory for all manufacturers with whom indi & cold works. In order to achieve these objective, manufacturers shall authorize indi & cold to carry out, by itself or through third parties, reviews to monitor the application of this Code. Furthermore, they will provide the supervisors with access to documentation and all necessary means for this purpose. These audits may be scheduled or carried out on an unannounced basis.

ACCEPTANCE AND COMMITMENT BY MANUFACTURERS

All manufacturers shall accept and undertake to comply with all the points specified in this Code and any subsequent updates by signing and stamping all sheets on a copy available permanently to the indi & cold organization.

VERIFICATION

The implementation of the Code in the different factories and facilities of the suppliers will be verified internally and externally on a regular basis. This verification may be carried out jointly with other organizations (AMFORI BSCI, SEDEX, etc.).

CORRECTIVE ACTIONS

Any situation that implies non-compliance with the abovementioned points will imply its correction by the manufacturer, for which a period of time not exceeding six months will be established. In the event that the corrections have not been applied within the aforementioned period or in the event of serious situations of social emergency or other significant aspects and the manufacturers do not take the necessary measures for their immediate correction, indi & cold will cancel any relationship with the referred manufacturer.