

## **Corporate Social Responsibility**

HC94 and Prestige Business Fashion endorses the objectives formulated by ILO Conventions (International Labor Organization) in the areas of social working conditions and circumstances, child labor and anti-discrimination of employees.

HC94 and Prestige Business Fashion are trading companies that purchase textile goods from manufacturers and suppliers from countries within the European Union and the member states. We consider it's important to respecting the internationally applicable standards and values in all its business activities.

For this, we have drawn up a code of conduct that includes the most important national and international labor standards that must be observed in all places where its products are purchased.

All suppliers have to agree on the delivery conditions that also include the fundamental principles of the International Labor Organization.

We recognize that application of all elements to a number of suppliers must be realized along the road of graduality.

In addition to improvements in working conditions, much attention is also paid to the environmental aspects. All textile products must also be tested in accordance with the conditions of Öko-tex standard 100. We also actively pay attention to the aforementioned aspects in a growing number of our customers. The objectives are almost identical to those of HC94 and Prestige Business Fashion

The Code of Conduct established by HC94 and Prestige Business Fashion is an important part of the General Terms and Conditions for Purchasing and Deliveries, which is approved for acceptance by every supplier of us.

## Code of Conduct

HC94 and Prestige Business Fashion are well known partners in the Netherlands and Belgium for a wide range of total projects of Corporate Wear, Business Fashion, Uniforms and promotional textiles.

HC94 and Prestige Business Fashion have excellent suppliers in all the EU European countries.

HC94 and Prestige Business Fashion stands for excellent performance in all aspects of their business, including respect for environment and for the rights of all individuals.

In order to make this position clear to our customers, suppliers and sub-contractors, own staff and other business relations, we have set up a Code of Conduct.

### Supplier relationships

HC94 and Prestige Business Fashion aims to develop a long term relationship with their suppliers, based on principle of fair business at all times. It also expects from their suppliers and sub-contractors to follow this Code.

### Health and Safety

Suppliers should provide employees with a safe and healthy working place in compliance with all applicable laws and regulations, ensuring at a minimum reasonable access to potable water, sanitary facilities, fire safety, adequate lighting and ventilation.

A clear set of regulations and procedures in this respect should be available.

In particular young workers should not be exposed to hazardous, unsafe or unhealthy situations.

### Legal Requirements

All suppliers must follow the national laws of the country where operating. Suppliers must make sure that ordered goods are manufactured in compliance with the standards for environmentally deleterious substances valid in European Union and all other European Union standards and that there are no legal obstacles to sales of those goods to consumers in the European countries.

### Environment

Procedures and standards for waste management, handling and disposal of chemicals and other hazardous materials, emissions and effluent treatment must meet or exceed minimum legal requirements.

### Employment conditions

All suppliers must respect the fundamental human rights in accordance to United Nations Universal Declaration of Human Rights, to the ILO (International Labour Organisation) conventions and to UN's (United Nations) Conventions on children's rights and the elimination of all forms of discrimination against women.

**Child labour**

The exploitation of child labour, younger than 15 years (or 14 years when local law allows) is strictly forbidden. In case HC94 and/or Prestige Business Fashion identifies such exploitation, it will end the relationship.

According to UN convention a person is child until the age of 18. Therefore HC94 and Prestige Business Fashion prefers suppliers who make sure that employees in the age group of 15-18 years will be treated properly.

**Compensations**

Wages and compensations should be fully comparable with local norms and local laws.

Supplier companies are encouraged to provide their employees with adequate compensation if the minimum legal wage does not cover living expenses.

All employees will be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for pay period concerned each time that they are paid.

Deductions from wages as a disciplinary measure shall not be permitted unless provided for by national law.

**No discrimination**

Suppliers will not discriminate in the broadest sense in hiring employees.

**Freedom of association and the right of collective bargaining**

Employees, without distinction, have right to join or form trade unions of their own choosing and to bargain collectively.

Employer adopts an open attitude towards the activities of trade unions and their organizational activities. Workers representatives will be not discriminated against and have access to carry out their representative functions in the workplace.

**Safety and hygienic conditions**

A safe and hygienic working environment shall be provided bearing in mind the prevailing knowledge of the industry and of any hazards.

Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing so far as reasonably practicable, the causes of hazards inherent in the working environment.

**Sanctions**

Violations by the manufacturer, or by the manufacturer's subcontractors, of this Code of Conduct shall be appropriately remedied at the cost of the manufacturer. HC-94 and Prestige Business Fashion reserves the right to take necessary measures to ensure future compliance with the Code of Conduct. Failure to comply may result in termination without compensation of the relationship between HC-94 and/or Prestige Business Fashion and the manufacturer.

## Quality marks and standards



### Eko

This quality mark has existed since 1985. Strict rules apply to the use of the EKO quality mark. The most important rule is that you can only use the EKO quality mark on products that contain more than 95% of organic ingredients.



### Öko-Tex Standaard 100 – tested for harmful substances.

The Oeko-Tex Standard 100 standard applies to the offered products of HC-94 Business Fashion. The Öko-Tex 100 standard is the world's leading eco-label for textile materials, which is free from harmful substances that pose a risk to human health. Textile material with this label has been tested and certified by internationally recognized textile institutes.

More than 4,200 companies around the world in the textile and clothing industry are involved in the Öko-Tex certification network. With more than 20,000 certificates issued to millions of textile products, Oeko-Tex Standard has become the world's leading ecolabel for testing textiles for harmful substances.