

RENFOLD LTD CODE OF CONDUCT FOR THE SUPPLY OF GOODS

This document details the standard of conduct Renfold requires from all of its suppliers in relation to the conditions under which goods are manufactured and supplied.

Renfold may refuse to place any business with a new supplier unless or until it receives a signed copy of this Code from the supplier, confirming that all the requirements of this Code will be met.

This Code is mandatory and may be subject to audits in the future.

Any issues of non-compliance will be raised with the supplier an agreeable resolution will be sought. Any breach of this Code shall be considered to be a material breach by the supplier of its contract with Renfold. Suppliers must also ensure that any and all pre-approved sub-contractors meet these requirements.

Further information and explanation of the 9 points of the code please refer to the Renfold Ethical Trading Manual

1. FREEDOM OF EMPLOYMENT
2. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING
3. SAFE AND HYGIENIC WORKING STANDARDS
4. CHILD LABOUR SHOULD NOT BE USED
5. LIVING WAGES ARE PAID
6. WORKING HOURS ARE NOT EXCESSIVE
7. NO DISCRIMINATION IS PRACTISED
8. REGULAR EMPLOYMENT IS PROVIDED
9. NO HARSH OR INHUMANE TREATMENT IS ALLOWED

DEFINITIONS

Child means any person less than 15 years of age. If local minimum age law stipulates a higher age for work or mandatory schooling, the higher age applies. Young Person means any worker over the age of a Child (as defined above) and under the age of 18.

Child Labour means any work by a Child or Young Person younger than the age specified in the above definitions, which does not comply with the provisions of the relevant ILO standards, and any work that is likely to be hazardous or to interfere with the Child's or Young Person's education, or to be harmful to the Child's or Young Person's health or physical, mental, spiritual, moral or social development.

We confirm that we have read and understood the above Code and agree to comply fully with the requirements of the Code.

Signed.....

For and on behalf of Date.....

