



Code of Conduct

Chicorée Mode AG



Contents

General	3
1. Compliance with the law as a matter of principle	4
2. Chicorée does not tolerate child labour	4
3. Health and safety	5
4. Workers' rights, remuneration and working hours	5
5. Environmental protection	6
6. Monitoring, inspection and documentation	7
7. Continuous improvement and selection	7



General

The following Code of Conduct applies to all suppliers and business partners who work with Chicorée Mode AG, based in Dietikon (ZH), Switzerland.

In order to measure up to our responsibilities to our customers, staff and the environment, we pursue a sustainable strategy with regard to ecological and social matters in the manufacture of our products.

This Code of Conduct defines the requirements we place on our suppliers and business partners and must be unequivocally observed.

The purpose of the Code of Conduct is to ensure that the employees along our supply chain enjoy safety at work, the protection of their health, regular hours of employment and regular payment as well as to safeguard the protection of the environment and the responsible use of natural resources.

Should there be any misunderstandings in the english version of the code of conduct, the german version is exceptionally valid.



Code of Conduct

1. Compliance with the law as a matter of principle

Chicorée expects its suppliers and business partners to comply with the applicable legal provisions of their country. We will not tolerate disregard for the law of the country in which suppliers and business partners operate.

2. Chicorée does not tolerate child labour

Chicorée will not tolerate child labour. The employer must not employ any persons less than 15 years of age. If local legislation sets a higher minimum age for workers, local legislation must be followed. In a few exceptional cases in developing countries the minimum age is 14.

The employer is obliged to take the necessary steps so he can ensure that no persons under the legal minimum age are employed. Children have the right to be protected against exploitation, the performance of dangerous tasks and the right to be protected against anything that can impair their physical or mental health.



3. Health and safety

We require employers to ensure that the working environment is safe, clean and healthy. This includes access to clean drinking water and sanitary facilities and the training of the work-force with regard to their safety in the workplace. Preventive measures must be taken to avoid all accidents. This includes both safe machinery and building infrastructure.

4. Workers' rights, remuneration and working hours

We accept no form whatsoever of forced labour and illegal work in production. We deplore any type of discrimination on the grounds of race, nationality, disability, sexual orientation, political affiliation and membership of associations. Workers may not be physically, sexually and verbally molested and must be treated with respect and dignity.

The employer must respect the right of freedom of association and the employee must be able to join associations and conduct collective negotiations.



Every worker has the right to a wage which is adequate to meet basic human needs. The employer must at least comply with the minimum wage required by law or the wages customary in the industry.

As part of this requirement, the number of hours of work in the regular period of work must not be exceeded. Employees must be informed of their regular working hours, their remuneration, their holiday entitlement and their protection against dismissal. In order to achieve this, it is customary for these agreements to be defined in the form of a contract of employment.

5. Environmental protection

We require our suppliers to be efficient in their use of natural resources. The relevant environmental legislation of the country in question must be strictly followed. Dangerous substances may only be used as sparingly as possible and only so long as the environment is not directly harmed by their use.

Any waste, including special waste, containers and packaging must be properly disposed of.



6. Monitoring, inspection and documentation

We expect that all suppliers and business partners comply with the standards mentioned in the Code of Conduct and endeavour to monitor compliance at all times. We deplore any intentional deceit on the part of suppliers and business partners in this matter. Compliance with standards must be properly documented.

If any short-comings in the manufacturing processes relating to this cooperation are detected, the supplier will be given the opportunity to make improvements in order to comply with the standards specified. Collaboration will be terminated with employers who fail to comply with the standards required by Chicorée after being warned and required to improve.

7. Continuous improvement and selection

Chicorée continuously strives to achieve improvements in the ecological and social circumstances along its value creation chain and to expose short-falls. When selecting new suppliers, importance is attached to the points set out in the Code of Conduct and suppliers will be selected accordingly. Suppliers who do not satisfy the standards will not be considered when selecting new companies for cooperation.