

CASPAL®

Designed for Professionals

Code of Conduct

This Code of Conduct is applicable for all suppliers, their subcontractors and other business partners that do business with Caspal Concept registered in Sweden.

Our company provides quality clothing for both the corporate and retail market. Quality also means that our products must be manufactured in a way that is environmentally and socially sustainable. We expect this code of conduct to be handled in all parts of the supply chain.

Caspal Concept's requirements are based on The UN Declaration of Human Rights, UN Declaration of Children's Right and applicable ILO Conventions.

Our general rule is that all our suppliers and business partners must follow the national law in the countries in which they operate.

Child labour

Child labour is not accepted. The company must take necessary measures to ensure that it does not employ anyone below the legal age of employment.

Workers rights

We do not accept any forms of forced labour. All employees have the right to form join associations and bargain collectively. No employee shall be discriminated against in employment or occupation.

Health and safety

The company must work proactively to to avoid accidents causing harm to any employee in the workplace.

Environment

The supplier must have environment permits and licenses. Chemicals used must be properly labeled and safely stored. Water must be used as efficiently as possible. Hazardous waste must be taken care of in a responsible manner and in accordance with local law.

The ILO Conventions that we demand our suppliers to comply with are:

- C138 and C182 regarding minimum age and child labour
- C29 and C105 regarding forced labour
- C87, C98 and C135 regarding the workers right to organize
- C100 and C111 regarding discrimination
- C170 regarding chemicals

See more details at www.ilo.org

Corrective action

If the codes of conduct are not respected, Caspal Concept reserves the right to suspend our business relationship until corrective plans have been submitted and agreed improvements are undertaken.

Hereby we confirm that we are complying with Caspal Concept's code of conduct.

Date..... Name of Supplier.....

.....

Signature (responsible function)

.....

Printed signature & company stamp