

## SUPPLIER CODE OF CONDUCT

Chantelle Lingerie, by virtue of its history and independence, has always prioritized maintaining its objectives, as well as positive relationships with its suppliers. Being a supplier and business partner to Chantelle Lingerie implies respecting their code of ethics, particularly in terms of social and environmental responsibilities.

The Supplier promises to comply with the following rules for his internal or external production :

### *Responsibility towards employees*

- ✓ It is forbidden to employ persons below the minimum legal age according to the local laws.
- ✓ It is forbidden to employ persons who do not have the requisite minimum level of education.
- ✓ It is forbidden to impose any form of forced labour, under the threat of penalty or otherwise.
- ✓ The Supplier must implement the current employment regulations according to local laws, (particularly in terms of working hours, remuneration and employee benefits) in compliance with the basic conventions of the International Labour Organization (ILO), and must inform its employees of the same in writing.
- ✓ The Supplier must ensure its employees have a minimum of one rest day per week, and several breaks during a single working day.
- ✓ A social policy of a dialogue between the Supplier and its employees must be in place, for employees to freely express their justifiable concerns regarding the workplace.
- ✓ Respecting the freedom of union for employees.
- ✓ It is forbidden to resort to any form of discrimination or harassment of any kind.
- ✓ The Supplier is required to comply with local health and safety regulations in order to maintain a clean and safe environment, and/or adhere to an internationally recognized social and ethical programme (such as\*: BSCI, Wrap member certified – gold or silver – GSCP, STeP by Oeko Tex®, etc.). A visit by the programme must be conducted at a minimum of two year intervals, the report of which must be sent to Chantelle Lingerie.
- ✓ Each employee must be provided with custom protective gear if there are risks involved with their work.
- ✓ The work stations must be equipped with regularly tested systems to prevent and manage fires.

### *Ethical responsibility and adherence to rules/laws*

- ✓ It is forbidden to engage in any form of active or passive money laundering or corruption. Measures to prevent as well as manage the same should such a situation arise, must be in place.
- ✓ Alert the General Directorate of Chantelle Lingerie of any unethical behaviour (for example aimed at the above practices) of an employee of Chantelle Lingerie.
- ✓ In cases where the local laws are more restrictive than the present Code of Conduct, the Supplier must adhere to the local laws.

(\*) *BSCI: Business Social Compliance Initiative*  
*WRAP: Worldwide Responsible Accredited Production*  
*GSCP: Global Social Compliance Programme*  
*Step by Oeko Tex®: Sustainable Textile Production*

**Pollution**

- ✓ An environment management system must be in place.
- ✓ The Supplier must be prepared in case of accidental release of hazardous materials.
- ✓ All greenhouse gas emissions generated due to the activity of the Supplier are to be recorded in a regularly maintained registry.

**Energy consumption**

- ✓ For the manufacturing of raw materials, the Supplier must adhere to local norms regarding annual energy consumption per kilo of material produced\*\*.
- ✓ Action plans to save and reduce energy must be in place and implemented.
- ✓ The Supplier is required to demonstrate that the Supplier has knowledge of, or is in the process of learning about, the use of renewable energy.

**Water Consumption (only if required for production)**

- ✓ For the manufacturing of raw materials, the Supplier must adhere to local norms regarding annual water consumption per kilo of material produced\*\*.
- ✓ Action plans to save and recycle water, wherever possible, must be in place and implemented.
- ✓ The Supplier must guarantee treatment of water waste before releasing it into the environment, and be in compliance with, at the very minimum, the local water conservation norms.

**Responsibility to the Consumer**

- ✓ The Supplier is required to provide the Oeko Tex® certificate, which guarantees, for any textile material, the harmlessness of the substances used.
- ✓ The Supplier is required to adhere to Reach regulations and provide a signed certificate in compliance with the most recent version of the Health Safety Requirements of the Consumer.

The professional relationship between the Supplier and Chantelle Lingerie will thus continue to grow, while respecting social and environmental responsibilities.

The Supplier is requested to return the signed Code of Conduct, acknowledging all of the aforementioned principles.

Company:

Date:

Represented by:

Signature:

(\*\*) at least for internal production