

## Corporate Responsibility Policy

### **Introduction:**

This document deals with the standards of conduct and behaviour which Davern Workwear see as fundamental in our procurement and manufacture of merchandise.

### **Local Laws:**

Davern Workwear will not work with any factory/supplier who does not comply with local standards and laws applicable to the host country. All our factories must comply with the minimum national wage and have a formula for overtime working.

### **Punishment:**

All suppliers must not use physical or mental punishment on staff or persons, and not use unpaid or forced employment. This means that suppliers must not use or threaten workers with any physical punishment, verbal or sexual harassment, or dominate or restrain workers by force, authority or threats.

### **Child Labour:**

Child labour is totally unacceptable under any circumstances. Suppliers must not employ anyone under the minimum legal working age applicable to their country, and should not employ any person under the age of 15 years, regardless of the host country's law.

### **Health and Safety:**

It is the policy of Davern Workwear to ensure the health and safety of all its employees and of any other persons who may be affected by its operations. We have a written Health and Safety Policy, and all suppliers must provide a safe place of work, with due regard to the health and welfare of their employees. This includes medical care on site, adequate washroom facilities and proper instruction and training for the use of machinery, equipment, materials and substances involved in the manufacturing process.

### **Discrimination:**

The company is committed to equal opportunities at work, and suppliers to Davern Workwear must not discriminate in hiring, compensating, access to training, promotion, termination or retirement. Whilst we are aware and respectful of cultural differences, discrimination based on race, national origin, colour, religion, age, disability, gender, sexual orientation, union membership or political affiliation is prohibited.

### **Compensation & Benefits:**

Suppliers to Davern Workwear will pay at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits. All workers must be provided with written and understandable information about their employment conditions with respect to wages before and during employment.

### **Environment:**

Environmental rules, regulations and standards applicable to each operation must be complied with, and environmentally conscious practices must be observed in each supplier's place of work.

**Compliance:**

Davern Workwear require that all of our suppliers provide written evidence/copies of their Ethical and Corporate Responsibility policies to ensure compliance to all legal and ethical law and legislation.