

## LONGMILE FASHIONS

### SUPPLIER CODE OF CONDUCT

Longmile commit to adhere the Code of Conduct and Compliance benchmark standards set by our customers, the United Nations Universal Declaration of Human Rights and NGOs. The Supplier Workplace Code of Conduct provides requirements for safe and equitable working conditions, as well as environmental protection, throughout the supply chain. Longmile ensures that there is an open communication between itself and the customer concerning the rules, practises, and documentation that are important to the operations and compliance levels.

**1.Child labor:** No one under the age of 16, or the age at which they have completed compulsory education, should be employed. If the local law stipulates a higher minimum wage than 16 years, then the more stringent limit will be applicable.

**2.Forced Labour:** Forced labour in any form, direct or indirect is prohibited across any factory or organization.

**3. Harassment, abuse and discrimination:** We expect all of our business partners to establish a clear disciplinary system in accordance with local law. No monetary fines or humiliating acts, including physical, sexual, or verbal harassment or abuse, shall be imposed on any employee for any reason.

**4.Factories:** We will only work with the factories which are approved by our buyers, meeting compliance principles, sourcing guidelines and comply with local laws applicable to the conduct of their business.

**5. Working Hours:** No overtime in excess of the legal maximum in accordance with all applicable laws. At least 24 hours break for a consecutive week period in compliance with country laws. When the normal work hour limit is exceeded, we expect the workers to be compensated in accordance with local law.

**6. Minimum wage requirement:** We will only work with partners where Workers are compensated at least the state or local minimum wage, or an amount consistent with equivalent labour in the region. The overtime hours are paid with incentive rates.

**7. Health, safety and environment:** We expect our business partners to ensure the facilities are safe and healthy for employees to work in, minimising the risk of accidents and illnesses comply with all applicable laws. Longmile expects to comply with all the environmental laws, rules and regulations. Clean and safe accommodation for employees.

**8.Subcontracting:** At Longmile, unauthorized subcontracting in any form is considered a Zero Tolerance violation.

For any queries: [contact@longmilefashions.com](mailto:contact@longmilefashions.com)