

q



Supplier Code of Conduct

CONTENT	PAGES
1. Statement	1
2. Child labour is not used	2
3. Employment is freely chosen	3
4. Labour environment is safe and healthy	3
5. Workers are treated with dignity and respect	3
6. No discrimination is practiced	4
7. Wages and benefits are provided to all workers	4
8. Working hours are not excessive	4
9. Regular employment is provided	5
10. Freedom of association and collective bargaining are respected	5
11. Environment Standards	6
12. Code and system implementation	7

1. Statement

At Oxious B.V. we value honesty and transparency. We are all responsible for the planet we live on and the world's resources that we use. This includes certain social and environmental responsibilities in our supply chain that are at the top of our list of priorities.

Our aim is to encourage responsible manufacturing. We wish to ensure that working conditions are lawful and safe and do not fall below basic standards, that no forced or child labour is employed and that workers are given fair and humane treatment. At all times we want to keep our integrity while operating on an international level. For this reason, we have our Supplier Code of Conduct.

Oxious B.V. supplier and their subcontractors are required to demonstrate compliance with our Code of Conduct. Oxious B.V.'s commitment is to only do business with suppliers that share its dedication to fair and safe labour practices and observe environmental conscious practices in the locations where they operate. The supplier - LOOMS TEKSTIL, located in Denizli, Turkey -, produces hammam towels for Oxious B.V. which is based in the Netherlands. Supplier is responsible to ensure that this Supplier Code of Conduct is implemented and adhered to by its own factory and its subcontractors.

This Code of Conduct clarifies and lays down the minimum standards Oxious expects each factory to meet. It will be subject to regular improvements, and we encourage Supplier and its subcontractors to continuously improve their fair and safe labour and environmental practices. Since no code can be all inclusive, suppliers must ensure that no abusive, exploitative conditions and environmentally unfriendly practices or unsafe working conditions exist at the facilities where Oxious B.V. products are manufactured.

Supplier and its subcontractors are expected to implement the Code by:

- Communicating this code to all employees so that they are aware of their rights and obligations.
- Keeping and maintaining employment records.
- Providing information concerning their operations.
- Permitting workplace inspections.
- Making sure that under no circumstances employees get to suffer disciplinary action, dismissal or discrimination.

Oxious B.V. will facilitate the implementation of the Code of Conduct by:

- Assigning a responsible person(s) from LOOMS TEKSTIL to oversee and support the code's execution.

- Integrating the code into our company's philosophy.
- Enforcing the code as a condition of all contracts.
- Periodically reviewing the code's operation and success.

Any breach of the code will be met with the following actions:

- Recognizable and unmistakable violations of the code will be ceased immediately.
- Where a corrective action can be reasonably expected, parameters and a time frame for implementation will be set.
- Supplier and its subcontractors who are found to be committing the same violation of the code on more than one occasion will be considered for dismissal.

At Oxious B.V., we believe that by working together to see these standards enforced, our company and business partners in the value chain can help achieve a genuine improvement in the lives of working people around the world and the communities in which they live.

Questions about this Supplier Code of Conduct should be addressed to:

Loes Stapper – Operations manager, at Oxious B.V. in The Netherlands.

Contact details: loes@oxious.com / +31 6 38300600

2. Child labour is not used

2.1 LOOMS TEKSTIL nor its sub-contractors will not use or support child labour in manufacturing products.

2.2 Factories must only employ workers who meet the applicable minimum legal age requirement of at least 15 years of age, unless exceptions recognized by the ILO (International Labour Organization) apply. This specified age shall not be less than the age of completion of compulsory schooling.

2.3 All official documentation stating each worker's age must be available for review. In those countries where official documents are not available to confirm exact date of birth, factories must confirm age using appropriate and reliable assessment methods.

2.4 Young workers under 18 shall not be employed at night or in hazardous conditions.

2.5 Supplier shall develop or participate in and contribute to policies and programme which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.

3. Employment is freely chosen

3.1 The supplier nor its subcontractors will not use any form of forced labour throughout the supply chain. Forced labour is defined as prison labour, bonded labour, punishment or slave labour.

3.2 Employees are not required to lodge any type of deposits or hand over government-issued identification, passports or work permits as a condition of employment.

3.3 Workers are to be free to leave the factory at all times and the freedom of movement of those who live in employer-controlled residences are not restricted.

3.4 Guards are only to be placed for normal security and protection reasons.

4. Labour environment is safe and healthy

4.1 The supplier nor its subcontractors will provide a safe and healthy work environment that meets all local laws to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of supplier' facilities. Supplier provides all required and appropriate workers compensation coverage in the event of injury or fatality.

4.2 Workers get adequate protection and shall receive regular and recorded training in operating machinery or hazardous materials. Such training shall be repeated for new or reassigned workers.

4.3 Hazardous materials must be kept in separate safe conditions.

4.4 Workers have access to dormitories and restaurants which must be kept in a clean and safe condition that meets local laws. Dormitories will have adequate sanitary facilities with running water. Factories must have adequate lighting and ventilation.

4.5 Workers must have adequate fire prevention and evacuation training. Fire Prevention equipment must be regularly maintained and be easily accessible in the factory and dormitory. Fire exits must be clear and accessible.

4.6 A set amount of employees will be trained in first aid.

5. Workers are treated with dignity and respect

5.1 The supplier or subcontractors are expected to treat workers with dignity and respect.

5.2 Physical or mental punishment and cruelty are not allowed. Factories must not engage in or permit physical acts to punish or coerce workers, nor should they engage in or permit psychological coercion or any other form of non-physical abuse, including threats of violence, sexual harassment, screaming or other verbal abuse.

6. No discrimination is practiced

6.1 Factories should only employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs.

6.2 No person must be subject to any discrimination in employment, including hiring, salary, benefits, access to training, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social or ethnic origin, maternity or marital status.

6.3 Women and men shall receive equal remuneration for work of equal value, equal evaluation of the quality of their work and equal opportunities to fill all positions open.

6.4 Factories shall provide appropriate services and accommodation to women workers in connection with pregnancy, childbirth and nursing.

7. Wages and benefits are provided to all workers

7.1 The supplier and its subcontractors agree to comply with local laws and must pay employees at least the army wage required by local law, or the prevailing local industry wage (whichever is higher) based on the work performed. Wages should always be enough to meet basic needs and to provide some discretionary income. Dormitory or food costs will not be deducted from pay when calculating minimum wage requirements.

7.2 Supplier and its subcontractors must provide to employees all legally mandated benefits inclusive of annual leave and holidays as stipulated by law.

7.3 All employees must be paid regularly and on time. In addition to their compensation for regular hours of work, employees must be adequately compensated for overtime. Piece rate workers shall not be exempt from the right to overtime compensation.

7.4 All workers shall be provided with written and understandable information about their employment conditions, including wages and benefits, before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

7.5 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the

expressed permission of the worker concerned. All disciplinary measures should be recorded.

8. Working hours are not excessive

8.1 Supplier and its subcontractors must ensure that regular working hours or overtime do not exceed the legal maximum according to local law or industry standards, whichever affords greater protection. In any event, workers shall not, on a regular basis, be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7-day period on average, recognized by the ILO.

8.2 Overtime shall be voluntary and based on mutual agreement with workers. In any event, overtime shall not exceed 12 hours per week and shall not be demanded on a regular basis.

8.3 Maternity leave and sickness must be regulated according to the local laws.

8.4 Supplier and its subcontractors must record all employees' working hours completely and accurately and time records for all workers must be available for review.

9. Regular employment is provided

9.1 To every extent possible work performed must be on the basis of a recognized employment relationship established through national law and practice.

9.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

10. Freedom of association and collective bargaining are respected

10.1 In order for employees to be able to voice their comments/concerns without fear, supplier and its subcontractors should encourage open communication between workers and management, while respecting the right of employees to associate, organize and bargain collectively.

10.2 Supplier and its subcontractors must not threaten, penalize, restrict or interfere with employees' lawful efforts to join associations of their choice.

10.3 Workers representatives should not be discriminated against and should be able to carry out their representative functions in the workplace.

10.4 Where the right of freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

11. Environmental Standards

11.1 Supplier and their subcontractors must comply with all environmental rules, regulations and standards applicable to the workplace, the products produced and the methods of manufacture and must observe environmental conscious practices in the locations where they operate and in the materials they use.

11.2 Supplier and their subcontractors are expected to treat the land they use for whatever purpose in a respectful way that does no long-term damage to it and to be respectful of the diversity of the plant and animal life with which they share it.

11.3 Supplier and their sub-contractors must comply with the Oxious B.V. Materials Policy for the use of materials in Oxious B.V. Products and the Oxious B.V. Restricted Substances List for the use of chemicals.

11.4 Hazardous substances must be stored and handled in accordance with local and national laws and regulations. The substances must be clearly marked and stored on second containment and where possible handled only above an impermeable floor. Supplier and its subcontractors must have a list of all storage tanks. Tanks should be inspected and maintained on a regular basis to avoid leakage. Empty packaging which contains hazardous substances are properly disposed of.

11.5 Employees must have appropriate training at least annually in handling chemicals in case of normal activities and in case of calamities, including use of personal protection equipment. There must be spill kits readily available in case of a spill. Employees must be trained regularly in the use of the spill kits.

11.6 Oxious B.V. encourages to reduce the water and energy usage (including electricity, gas, fuel use, and if applicable steam and compressed air) all over the supply chain.

11.7 Supplier and its subcontractors must ensure the quality of the discharged water meets the parameters as stipulated in local and national regulations and/or in the water discharge permit. Oxious B.V. encourages to improve the quality and reduce the quantities of discharged water.

11.8 Supplier and its subcontractors must segregate different waste streams (textile, paper, glass, plastic, metals, wood/pallets, and hazardous waste) at a minimum in

accordance with local and national regulations. Oxious B.V. encourages to reduce the amount of waste produced and to reuse or recycle internally.

11.9 For waste collection, transport, treatment and disposal, supplier must use contractors with the required licenses as stipulated by law. They have to make sure all waste material and by products are disposed properly and environmentally responsible.

11.10 Supplier and its subcontractors must have the necessary permits for air emissions and/or report their air emissions to the relevant authorities as required by law.

12. Code and system implementation

12.1 Supplier, by signing, certifies compliance including that of the sub-contractors. It is expected to implement and maintain the necessary systems in order to ensure compliance to this code. The supplier is responsible to ensure that this Code of Conduct is implemented and adhered to by its sub-contractors. Participation is mandatory.

12.2 Supplier and its subcontractors must maintain on file all documentation needed to demonstrate compliance with this Code of Conduct and required social and environmental laws. Suppliers shall agree to make these documents available for Oxious B.V. or designated auditors and submit to audits with or without prior notice.

12.3 Supplier and its subcontractors should appoint one contact person of the management per factory who shall be responsible for implementing this Code of Conduct and communicating the code and its implications to all the factory employees. This person makes sure a copy of this code is available in the local language within each factory where Oxious B.V. products are being manufactured.

12.4 In order to verify compliance, suppliers must permit audits at any time of all the factories involved in the manufacturing of Oxious B.V. products by Oxious B.V. employees and/or accredited auditors without previous notice. As part of the monitoring process, accredited auditors must be allowed to conduct interviews with workers on a confidential basis and inspect premises.

12.5 Audits will be conducted once per year to the least and can include interviews with management and workers, requesting access to organizational documents; certifications, codes, policies, wage specifications and working conditions.

12.6 Those suppliers identified as needing improvement must undertake changes to address the issues within an agreed timeframe.

12.7 Suppliers not willing to participate or continually failing to meet this standard will be given notice of termination.

Signatures

If you have any comments on this Code of Conduct or you would like to report a violation of this Code of Conduct, please do not hesitate to contact us.

We hereby confirm receipt of the Oxious B.V. Supplier Code of Conduct. We confirm that we as supplier - LOOMS TEKSTIL - and our subcontractors will comply with all the provisions.

Confirmed and agreed to:

.....
Oxious signature

.....
Supplier signature

Date:.....

Address:
.....
.....
.....