



Code of Conduct

Blycolin Group International B.V.

In order to make our position clear to our suppliers,
Blycolin set up a Code of Conduct.



1 The code of conduct

Blycolin's code of conduct has been drawn up to concur that both Blycolin and its suppliers contribute to a fairer and more sustainable world. Based on this, Blycolin has a number of expectations for suppliers and their suppliers, with the aim of transparency and fairness throughout the entire production chain. Blycolin is convinced that it is a joint responsibility to ensure that social and ecological standards are met and safeguarded throughout the entire production chain.

Compliance legislature and international guidelines

Blycolin requires suppliers to comply with all applicable laws and regulations, industry minimum standards, guidelines of the Organization for Economic Co-operation and Development (hereinafter referred to as: OECD) and conventions of the United Nations (hereinafter referred to as: UN) and the International Labor Organization (hereinafter referred to as: ILO).

2 Joint responsibility – due diligence

Blycolin strives for long-term relationships with suppliers. This supplier relationship is based on honesty and respect. We also give substance to the responsibility that the UN and OECD require of companies. Under UN and OECD guidelines, companies are responsible for preventing and mitigating any negative impact on people and the environment from their own activities or those of business partners in the production or supply chain.

Blycolin supports the conventions of the ILO and expects suppliers to act in accordance with the ILO conventions. These conventions, together with the relevant UN declarations and the OECD guidelines, form the basis for our code of conduct.

The OECD guidelines provide recommendations for companies to deal with issues such as supply chain responsibility, human rights, child labor, the environment and corruption. The OECD guidelines thus form the basis for the Dutch International Corporate Social Responsibility (IMVO) policy.

The themes listed below, in random order, have also been included in Blycolin's CSR policy and ISO26000 self-declaration:

1. Discrimination and gender;
2. Child labor;
3. Hard labor;
4. Freedom of assembly;
5. Livable wages;
6. Health and safety in the work place;
7. Raw materials;
8. Water pollution and use of chemicals, water and energy.

Together with suppliers, Blycolin wants to prevent abuses of these themes as much as possible. To assess these themes, Blycolin has audits performed on SA8000 certification. We also actively and unannounced check our production units. We ask suppliers to inform us of any potential risks related to human rights violations and environmental risks.

3 Social responsibility

The supplier commits to the following expectations with regard to social responsibility:

- 3.1 **Legal requirements and international guidelines**
The labor standards are based on the ILO convention, the OECD Guidelines and the Universal Declaration of Human Rights
- 3.2 **Corruption and bribery**
The supplier is in no way involved in corruption or bribery, directly or indirectly.
- 3.3 **Employment is freely chosen**
There is no forced labor, bonded labor or involuntary prison labor.
- 3.4 **No child labor**
The supplier respects United Nations regulations on human and children's rights. There is a minimum age for admission and a ban on child labor.
- 3.5 **Freedom of assembly and the right on collective enforcement is respected**
The supplier recognizes the right of employees to form and joining unions and act collectively. In situations where the right to freedom of assembly and collective bargaining are legally limited, the supplier shall facilitate corresponding means of independent and free assembly and negotiate on behalf of all employees.
- 3.6 **No discrimination**
There is no discrimination in hiring, compensation, access to education, promotion, termination or retirement based on race, class, origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. The supplier treats each employee with dignity and respect.
- 3.7 **No excessive working hours**
Working hours comply with national legislation and international guidelines. In any event, employees are not required to work more than 48 hours a week on a regular basis and are provided with at least one day off on average every 7 days. Overtime is voluntary and should not exceed 12 hours per week, does not occur regularly and is always rewarded with an allowance.
- 3.8 **Living income**
To provide a living income, wages and benefits paid for standard work must at least meet legal or industry minimum standards and must always be adequate to meet the basic needs of workers and their families.
- 3.9 **Health and safety working conditions**
The supplier guarantees the protection of workers in the workplace and health protection in the workplace within the scope of the national provisions. The supplier always supports the promotion of this process to improve the working environment. A safe and healthy workplace is ensured for employees with, minimally, access to drinking water, sanitation, fire safety, adequate lighting and ventilation.
- 3.10 **Transparency and communication**
The supplier takes appropriate steps to ensure that all employees are aware of the provisions and rights in this code of conduct. These terms and conditions are interpreted in such a way that they are understandable to any employee.

4 Responsibility for the environment

Together with suppliers, Blycolin wants to make a positive contribution to the environment. For this purpose, the significant environmental effects of activities are assessed with effective action as the next step. Blycolin asks suppliers to ensure adequate measures are taken to prevent or minimize negative impacts on the community, natural resources and the general environment.

The supplier ensures that it obtains, keeps current and follows the reporting guidelines of all required environmental permits and registrations to operate in accordance with laws and regulations at all times.

Blycolin asks suppliers to have procedures and standards in place for the handling and disposal of chemicals and other hazardous materials, waste management, emissions and wastewater treatment. The procedures and standards meet at least the legal minimum requirements.

4.1 Energy consumption and CO2 emission

The consumption of energy of non-renewable origin is one of the main causes of greenhouse gas emissions. The production and washing of textiles and clothing is an energy-intensive process. Suppliers must minimize and above all register their energy consumption and CO2 emissions. Blycolin encourages suppliers to use renewable energy sources such as wind and sunlight.

4.2 Water

A lot of water is used in the production and washing of textiles. Cotton cultivation generally consumes the most water (2/3 or more of the total volume). Laundries use up to 1/3 of water to wash textiles. This puts great pressure on the availability and quality of water in areas where cultivation and processing take place. Water use and wastewater in wet processing deserve attention because of the local pollution effects.

At a minimum, suppliers comply with relevant local and national environmental regulations. In addition, Blycolin expects manufacturers to steadily improve environmental performance and reduce waste and emissions to air, soil and water. Blycolin encourages suppliers to work on the implementation of an environmental management system.

4.3 Chemicals

The supplier does not use chemicals hazardous to people and/or the environment. Employees must be protected and equipped with appropriate safety precautions and knowledge. Chemicals are accurately stored and labelled.

Blycolin expects regular review of relevant processes and improvements to be guaranteed and documented in writing. Blycolin regulates the use of chemicals based on EU Ecolabel and Oeko-Tex Standard 100 plus Oeko-Tex STeP.

4.4 Waste and packaging

Blycolin asks suppliers to reduce (raw material) waste as much as possible and preferably to participate in a recycling program for packaging waste, material waste and such. Blycolin also asks suppliers to provide better choices for its customers in terms of environmental impact, reuse and packaging material, or to conduct research into this.

5 Compliance

In all business activities and decisions, Blycolin asks the supplier to follow local laws and regulations and to be a good partner. Good and respectful dealings with local people and companies are of great importance. The supplier can always make an extra effort by applying additional codes of conduct with higher demands on ethical issues for itself and its employees.

5.1 Non-compliance

At Blycolin we find it important that agreements we make are actually complied with. We trust our suppliers and partners in this. We also actively and jointly assess whether this is successful and how we can improve compliance with the code of conduct. Therefore, Blycolin may carry out unannounced audits or have them performed by an independent party.

If it appears that there is room for improvement, Blycolin will make agreements about this together with the supplier, both about the measures to be taken and the period within which these should be implemented. We believe that this is part of a good partnership. Holding each other accountable and looking for improvements together. Failure to take improvement measures will jeopardize the continuation of the business relationship. In that case, Blycolin has the right to terminate the business relationship, without any right to compensation from the supplier arising from this.

5.2 Verification

Blycolin asks all suppliers to sign this code of conduct. Suppliers are assessed by means of the criteria in this code of conduct and are required to sign this code of conduct.

By signing this code of conduct, you commit to the principles of this code of conduct and the obligations and conduct arising from it. The undersigned confirms:

We have read the Code of Conduct and accept the terms required from us as suppliers and from our subcontractors.

M.J.H.M. van Boekholt
CEO

Handtekening leverancier

Explanation of terms used

1. The [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs) are a series of guidelines for countries and companies to prevent, address and remedy human rights violations in business activities.
2. The Organization for Economic Cooperation and Development (OECD) [Guidelines for Multinational Enterprises](#) are recommendations from governments to multinational enterprises operating in or from member countries. They provide non-binding principles and standards for responsible business conduct in a global context that is consistent with applicable law and internationally recognized standards.
3. The International Labor Organization (ILO) is a specialized agency of the United Nations. It deals with employment issues. These relate, among other things, to working conditions, child labor, slavery, the right to strike and the freedom of association and assembly. The headquarters of the organization is in Geneva. The ILO's decision-making is tripartite: governments, employers and employees are represented in the organization.