

ICE CLOTHING ETHICAL CODE

This code is set out to make clear the values of Ice Clothing Limited so our suppliers understand what is required by our company and by our customers, in regards to standards of employment and working conditions. It is expected that those wishing to work with us will ensure in their turn that they and their supply chain comply with these requirements. The standards are intended to meet societal and industry expectations, national legislation and International Labour Organisation (ILO) Conventions.

EMPLOYMENT

We expect all suppliers to take responsibility for checking that all Workers employed by them have a legal right to work.

FREEDOM OF EMPLOYMENT

Employment must be freely chosen by the Workers with no forced or bonded labour. There should be no unreasonable restrictions on Workers freedom to leave the work place.

Workers should not be required to lodge deposits or identity papers with their employer and should be free to leave employment after a reasonable notice period. Copies of identity papers should be kept by the employer as proof of their staff's legal right to work in the country while that person is employed by the company.

RIGHT TO COLLECTIVE BARGAINING

Workers must be able to communicate openly with their Employer regarding working conditions without fear of reprisal, intimidation or harassment.

Workers must be free to associate or to join Trade Unions or other organisations that represent them. The Employer must not prevent, or discriminate against, Workers who wish to associate or bargain collectively. The decision whether or not to associate should be made solely by the Workers.

Workers representatives shall not be discriminated against and have access to carry out their representative functions in the workplace.

Workers undergoing discipline must have the right to representation by a Trade Union or Worker representative and to a fair appeal.

RESPECTFUL TREATMENT OF WORKERS

The Employer should protect their Workers from bullying, verbal or physical or sexual harassment, victimisation, discrimination or physical abuse in the workplace, whether from management, from their colleagues or from members of the public.

The Employer should develop written grievance and disciplinary procedures for the workplace and communicate these to the Workers.

NO DISCRIMINATION

There should be no discrimination in hiring, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

WAGES AND WORKING HOURS

Workers' wages for a standard working week should meet or exceed national legal standards or the industry benchmark standards, whichever is higher and be at least sufficient to meet basic needs and provide some discretionary income.

Workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time they are paid.

Workers must be provided with all benefits they are entitled to under national or local law e.g. paid leave, bonus, sick pay and/or social security payment contributions.

Legally required deductions that entitle Workers to state benefits must be made and passed on by the Employer to the State.

The cost of clothing and protective equipment required to perform work safely must be paid in full by the Employer.

Deductions from wages or any other form of financial penalty must not be used as a disciplinary measure.

Working hours must comply with national laws and collective agreements.

Overtime must be offered fairly, contracted voluntarily and paid in accordance with applicable legislation. It must not be used to replace regular employment.

Every Worker shall be entitled to take reasonable absence from work on the grounds of genuine incapacity through illness, without financial penalty or threat of dismissal. During any such leave the Worker should continue to receive, as a minimum, a reasonable payment to meet basic needs.

NO CHILD LABOUR TO BE USED

A "Child Worker" is defined as someone who has not reached their 15th birthday, or any higher age specified in local law for completing mandatory schooling or beginning full time work.

Where children are in the work place during holidays or in creche facilities safe and adequate supervision should be provided and they should not be allowed into the production areas.

WORKING CONDITIONS SHOULD BE SAFE AND HYGIENIC

Employers must provide and maintain a safe and healthy work place and working environment.

Adequate steps should be taken to prevent accidents and injury in the workplace by minimising as far as is reasonably possible, the causes of hazards inherent in the working environment.

Workers should receive health and safety training to include operating of equipment and evacuation procedures.

There should be a clear smoking policy and clear signage to show areas smoking is prohibited.

There should be adequate fire protection equipment including extinguishers and fire alarms

The Employer should provide adequate and appropriate first aid facilities for their Workers in case of injury or illness at work. The location of the first aid equipment should be clearly sign posted.

There should be an adequate number of first aid trained staff for the number of workers to be at least 1 per 100 staff members.

Accident reporting channels shall be established and communicated to all Workers.

There should be access to clean toilet facilities and drinking water and if appropriate sanitary facilities for food storage. An area should be set aside for breaks and lunches away from the workstation.

Accommodation, where provided, should be clean, safe and meet the basic needs of the workers.

ENVIRONMENTAL MANAGEMENT

Suppliers must comply with all relevant laws and regulations regarding the protection and preservation of the environment. This includes obtaining and maintaining all required environmental permits (e.g. discharge monitoring), approvals and registrations.

Factories must also adhere to all applicable laws, regulations and customer requirements regarding specific substances that are restricted (or prohibited) by law. It is the Supplier's responsibility to ensure that any factories used by the Supplier adheres to these requirements.

WHISTLEBLOWING POLICY

All employees and interested stakeholders are encouraged to report any concern relating to potential breaches.

Whistleblowing is the reporting of suspected malpractice, wrongdoing, or dangers in relation to our activities.

What you should report:

- Danger to the health and safety of any individual.
- Damage to the environment and unethical environmental practices
- A criminal offence- failure to comply with a legal obligation
- Dishonesty
- False accounting or reporting irregularities

- Inappropriate relationships with suppliers
- Discrimination- racial, sexual, disability or any other

Please note any concerns or grievances that relate to your organisations internal operations and practices should be dealt with through your organisations normal reporting procedure.

Procedure to report

Initially use the email provided below to seek advice or report concerns:

Whistleblowing@ice-clothing.co.uk

After a concern has been reported, ICE will make preliminary enquiries and decide if further investigation is needed. ICE will decide if the matter will be conducted internally or whether the matter should be referred externally. The individual will be informed

Any party who does report their concerns will not be mistreated as a result.

Signed:

Date: