

Code of *Conduct*

Deepwear activities on behalf of its customers rely on sourcing from Suppliers around the world. We work with our global supply chain to cultivate safe working conditions, to foster dignity and respect for workers and to promote responsible environmental practices. Our Code of Conduct and accompanying Standards detail the principles and practices that we expect our Suppliers to uphold. The Code, which is based on universally accepted fundamental principles and local laws, represents our commitment to source goods from Suppliers who value and incorporate these provisions into their operations.

ETHICAL CONDUCT

Suppliers must operate with high ethical standards and should not be involved in any corruption, extortion, bribery, fraud, false declarations, counterfeiting or insider trading.

SAFE PLACE TO WORK

Suppliers should promote and maintain a safe, hygienic and healthy working environment and residential facilities, where provided. Adequate measures, systems, protections and training must be implemented to prevent harm to employees' health, safety and well being.

ENVIRONMENTAL PROTECTION

Suppliers should actively work to improve the environmental performance of their operations.

This includes measures to mitigate adverse environmental impacts, and to improve material and resource efficiency, reduce waste and prevent pollution.

RESPONSIBILITY, TRANSPARENCY and ACCOUNTABILITY

Suppliers must be transparent in their policies, processes, and standards which govern their operations and which are related to their compliance with the Code. As such, Suppliers should educate their employees and managers on their rights and responsibilities related to upholding the Code.

As a condition of doing business with DW, Suppliers agree to give DW, our customers or third-party representatives unhindered access, with or without notice, to their facilities and records related to compliance with the Code.

Should a Supplier be unable to comply with the Code, a corrective action plan should be put in place and the Supplier must actively progress towards compliance. Otherwise, DW reserves the right to terminate our relationship.

LABOR PRACTICES

Voluntary labor

All work should be voluntary and not performed under threat of penalty or coercion. Forced labor, including bonded, indentured or prison labor, is prohibited.

Working age

Employees should not be younger than the minimum employment age of the relevant country, or the maximum age of compulsory education, whichever is higher. Not under any circumstance should workers be younger than 15 years of age.

Fair and equal treatment

All employees must be treated with respect and dignity. In other words, the workplace should be free of emotional, verbal and physical abuse.

Moreover, employees must not be subjected to discrimination in hiring, compensation or discipline, on the basis of gender, age, religion, marital status, race, sexual orientation, disability, disease, nationality, pregnancy, or trade union and/or political affiliation.

Wages, benefits and terms of employment

Employee compensation – including wages, overtime pay, benefits and paid leave – must meet or exceed legal minimum and/or industry standards and/or collective bargaining agreements, whichever is higher. Wages for traineeships and apprenticeships should also meet at least the legal minimum. Disciplinary deductions from compensation are not allowed.

Working hours

Working hours should not exceed 60 hours per week. All overtime must be voluntary, mutually agreed, and compensated at a premium rate. Employees should be given at least 1 rest day in any 7-day period.

Freedom of association and recognition of the right to collective bargaining

Suppliers must respect the right of employees to freedom of association and collective bargaining as permitted by law.

CEO
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