



IDW's SUPPLIER CODE OF CONDUCT

As a fashion brand with a global reach, IDW is committed to sustainability and expects our suppliers and service providers to do the same. It is essential that our suppliers take direct responsibility for protecting the environment and promoting the well-being of their employees. To ensure a safe, sustainable, inclusive, and ethical workplace that embraces continuous improvement, we require all suppliers to comply with the operational standards set forth in this code.

1. LEGAL AND ETHICAL STANDARDS

We expect our Suppliers to observe all applicable local and national laws as well as international regulations and standards in the operation of their business. While we recognize the different legal and cultural environments in which Suppliers operate, we expect them to align with our Standards even when they offer greater protections than those imposed by local, regional, and national laws.

Anti-Bribery

Suppliers must not engage in offering or accepting compensation of any value (such as gifts, discounts, services, loans, payments), either directly or indirectly, to or from any of the Company's employees, service providers or to any government or political officials, to obtain an unfair or improper advantage.

Communication and Training

Suppliers must ensure that the provisions of this Code are communicated to their employees, management and, where applicable, subcontractors or other business partners involved in UAB IDW related activities. Suppliers commit to providing periodic training on this Code, labour rights, ethical standards, anti-corruption principles and workers' rights and responsibilities. Such training must be documented.

2. LABOR, HUMAN RIGHTS & SAFETY

Employment Relationships

Circumventing national or local laws to avoid regular employee entitlements such as benefits, wages or other legal obligations is prohibited.

Employment is freely chosen

There must be no forced or compulsory labour in any form, including bonded, indentured, trafficked, or prison labour and overtime must be voluntary. Any fees associated with the employment of Workers must be paid by the Employer. Workers must not be required to lodge any monetary deposits or their identity papers with their Employer. Workers must be free to leave their Employer after reasonable notice.

Wages and Benefits

Wages and benefits paid for a standard working week must meet, as a minimum, national minimum wage requirements or, in the absence thereof, acceptable industry benchmarks. Wages must be paid in a timely manner and in a clear and understandable format.

All Workers must be provided with written and understandable information about their employment conditions in respect to wages before they enter employment. Workers must receive clear information about their wages for each pay period.

Deductions from wages as a disciplinary measure, or any deductions not provided for by national law, are not permitted without the Worker's informed and express consent. All disciplinary measures must be documented.

Working Hours are not excessive

Working hours must comply with national laws and benchmark industry standards, whichever affords greater protection. Standard working hours, excluding overtime, must be defined by contract and must not exceed 48 hours per week. Overtime must be used responsibly, considering the extent, frequency and hours worked by individual workers and the workforce as a whole. Overtime cannot be used in place of regular work. Overtime must be paid at a higher rate, which is recommended to be at least 125%. The total number of hours worked, including overtime, must not exceed 60 hours per 7-day period. Workers must be provided with at least 1 day off in every 7 day period or, where permitted by national law, 2 days off in every 14 day period.

Working Conditions are safe and hygienic

Employers must provide a safe and hygienic working environment, bearing in mind the prevailing knowledge of the industry and of any specific hazards. This includes the physical structure of the buildings and facilities used. Through policy and procedure employers must take adequate steps to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work. Workers must receive regular and recorded health and safety training and such training will be repeated for new or reassigned workers. Access must be provided to clean toilet facilities and to clean drinking water. Employers must provide access to adequate medical assistance and facilities in the event of illness or injury at work.

Child Labour must not be used

No child under the age of 15 should be hired or employed.

Freedom of Association and Right to Collective Bargaining

All workers have the right to join or form trade unions of their own choosing and to bargain collectively. Workers' representatives must not be discriminated against and must have access to carry out their representative functions in the workplace.

No Discrimination is practised

There must be no discrimination of Workers including, hiring, occupation, compensation, access to training, promotion, termination or retirement based on but not limited to race, caste, colour, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

No Harsh or Inhumane Treatment

There must be no physical abuse or discipline, threat of physical abuse, sexual or other harassment, verbal abuse or other forms of intimidation including a hostile or offensive work environment.

Grievance and Reporting Procedure

Suppliers must establish and maintain a confidential grievance mechanism that enables Employees to raise concerns or report potential violations of this Code, applicable laws or ethical standards without fear of retaliation. Employees must be informed about this mechanism and all complaints must be handled objectively and confidentially.

3. ENVIRONMENTAL RESPONSIBILITY

Suppliers recognize that environmental responsibility is integral to producing products. We expect all our suppliers to:

- Comply with all applicable environmental legislation;
- Pollution Prevention and Resource Reducing Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices;
- Hazardous Substances Chemicals and other materials posing a hazard to humans or the environment are to be identified, labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal;

- Suppliers must seek to take every possible measure in order to prevent release of hazardous material, fire, explosion and other major accidents that may cause severe damage to their own employees, premises, surrounding communities and environment;
- Suppliers must ensure that their discharged wastewater does not exceed the established maximum permissible concentrations or limits, and complies with the requirements set by the environmental protection laws and other environmental regulations of each country.
- Emissions to air, boundary noise and effluent discharge meet applicable local laws;
- Energy is used efficiently and greenhouse gas emissions are reduced.

REACH Compliance

All suppliers must ensure that all materials they use comply with the REACH regulation. Suppliers must provide documentation of their REACH compliance upon request. We reserve the right to audit suppliers for REACH compliance on a regular basis. Any supplier found to be in violation of the REACH regulation may be subject to corrective action or termination of contract.

Supplier Acknowledgement

We hereby confirm that we have received, read and understood the IDW Supplier Code of Conduct and commit to comply with its requirements. We undertake to ensure compliance with this Code within our organization and to inform and, where applicable, train our employees and subcontractors on the principles set forth herein.

Supplier Name: _____

Name, Title: _____

Date: _____

Signature: _____