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## **PURE BRAND PRODUCTIONS CODE OF CONDUCT FOR VENDORS**

This Pure brand productions BV Code of Conduct outlines the basic requirements concerning working conditions that must be satisfied by all Vendors to principals of Pure brand productions BV. Pure brand productions BV and its principals are free to supplement these requirements at all time with proper prior notice.

### **Child Labour**

Vendors shall not use child labour. "Child" is defined as a person who is not older than the local age for completing compulsory education but in no event is less than 15 years of age. Vendors must verify the age of their workers and maintain copies of their workers' proof of age. Vendors must follow all applicable laws and regulations regarding working hours and conditions for minors.

### **Involuntary Labour**

Vendor shall not use involuntary labour. "Involuntary Labour" is defined as work or service which is extracted from any person under threat or penalty for its non-performance and for which the worker does not offer himself or herself voluntarily, and includes all manner of prison, bonded, indentured and forced labour.

### **Disciplinary Practices**

Vendors shall not use corporate punishment or any other physical or psychological coercion or intimidation against workers.

### **Non-discrimination**

Vendors shall employ workers solely on basis of their competences to execute the job and shall not discriminate on age, gender, race, religion, nationality or culture, maternity or marital status or otherwise in relation to hiring, wages, benefits, termination or retirement.

### **Health and Safety**

Vendors shall maintain a safe, clean and healthy workplace in compliance with all applicable laws and regulations. Vendors will ensure that workers have access to clean drinking water, sanitary washing facilities and adequate number of toilets, fire extinguishers and exits and that workplaces provide adequate lighting and ventilation. Vendors will ensure all aforementioned standards are met in any canteen and/or dormitory provides for the workers.

### **Environmental Protection**

Vendors shall comply with all applicable laws and regulations in respect of protecting the environment and maintain procedures for notifying local authorities in the event of an environmental accident resulting from Vendors' operations.

### **Wages and Benefits**

Vendors shall provide fair wages and benefits that comply with all applicable laws and regulations or match the prevailing local manufacturing or industry rates, whichever is higher. Overtime pay shall be calculated at the legally required rate, regardless of whether workers are hourly or by piece rate.

### **Working Hours**

Vendors shall not require workers to work, including overtime, more than 60 hours per week or more than any maximum numbers of hours per week established by applicable laws and regulations, whichever is less. Vendors shall guarantee that workers have at least one day off during each seven days period.

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## **Freedom of Association**

Vendors will respect the right of workers to associate, organize and negotiate collectively in a legal and peaceful manner.

## **Familiarization and Display of this Code of Conduct**

Vendors shall familiarize workers with this Code of Conduct and display it, translated in local languages and dialects, at each of their facilities in a place readily visible and accessible to workers.

## **Legal Requirements**

Vendors shall comply with all legal requirements applicable to the conduct of their businesses, including all those set out above.

## **Contractors and Suppliers**

Vendors shall ensure that their contractors and suppliers adhere to this Code of Conduct.

## **Monitoring of Compliance**

Vendors authorize Pure brand productions BV and its principals to conduct scheduled and unscheduled inspections of Vendors' facilities for the purpose of ensuring compliance with this Code of Conduct. During these inspections Pure brand productions BV shall have the right to review all employee related books and records maintained by Vendor and to interview workers.

## **Corrective Action**

In the event of violations of this Code of Conduct are found, Pure brand productions BV and the Vendor concerned will agree on a corrective action plan that eliminates the problem in a timely manner. If it is determined that Vendor is knowingly and/or repeatedly in violation of this Code of Conduct, Pure brand productions BV and its principals shall take appropriate corrective actions which may include cancelation of orders and termination of the business relationship.

## **Vendor Agreement**

Pure brand productions BV is dedicated to full and complete compliance with all laws and regulations applicable to the conduct of its business and it expects its Vendors and Buying Agents to be utmost cooperative and committed with such efforts. It is therefore requested that the owner, president, general manager or chairman of your company sign, stamp and return a copy of this letter thereby confirming your company's understanding of its content and agreement to undertake the obligations it sets forth. Please return a signed and stamped copy within thirty (30) days of this letter. Not timely response or no response will force Pure brand productions BV to review its relationship with your company. In closing, we highly appreciate and value the relationship with your esteemed company and we truly believe that you share our compliance concerns. Thank you in advance for your cooperation and we look forward to continually strengthen our relationship for many years to come.

Company: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Company stamp:

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