

# CODE OF CONDUCT

## Introduction

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Thygesen Textile Solution recognizes its responsibility for the conditions under which our products are manufactured. All Suppliers must provide decent working conditions, treat workers fairly and respect and comply with environmental and ethical practices.

This Code of Conduct is based on the highest internationally accepted standard and each Supplier guarantees that such working conditions and ethical standards shall apply within their own facilities and to the extent that subcontractors are under its direct control to those facilities also.

## 1. Human Rights

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Thygesen Textile Solution condemns violation of any internationally declared human rights. People must be treated with dignity and respect regardless of social status and rank, age, gender, race and/or religious or political belief.

The Supplier warrants to support and not to violate such internationally declared human rights.

## 2. LABOUR STANDARDS

### 2.1 Child Labour

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2.1.1 No form of child labour will be used or supported. A child is any person less than 15 years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age would apply. If local minimum age law is set at 14 years of age, in accordance with developing country exceptions under ILO Convention 138, the lower age will apply.

2.1.2 No children or young workers will be exposed to situations in or outside of the workplace that are hazardous, unsafe or unhealthy. A young worker is defined as a worker over the age of a child as defined above and under the age of 18.

### 2.2 Health and Safety

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2.2.1 The working environment is to be safe and healthy and the Supplier and its subcontractors shall take adequate steps to prevent accidents and injury to health arising out of, associated with or occurring in the course of work, by minimizing, so far as is reasonably practicable, the cause of hazards inherent in the working environment.

2.2.2 All personnel shall receive regular and recorded health and safety training, and such training shall be repeated for new reassigned personnel.

2.2.3 Clean bathrooms, access to potable water, and, if appropriate, sanitary facilities for food storage shall be provided for use by all personnel.