



SUSTAINABLE PROCUREMENT CHARTER



This charter was drafted and validated in French.
All other versions are translations of this initial version. In case of doubt or litigation, the French version shall be the only reference.

INTRODUCTION

DAMARTEX is dedicated to offering its customers products that combine lifestyle and well-being. This promise relies on values of inspiration, innovation and consideration, which are fundamental for our brand.

The DAMARTEX Group covered two sectors :

-Textile companies : Damart, Afibel, Maison du Jersey and Xandres.
-Home & Lifestyle companies : Sédagyl, Delaby, Coopers of Stortford, 3 Pagen, Vitrine Magique, Vivadia and Jours Heureux.

1. DAMARTEX would like to guarantee to its customers and employees that the women and men who manufacture its products are treated with respect and that the manufacturing process tries **to limit its environmental impact**.
2. DAMARTEX products should **not have a negative influence on the health** of those who produce them or consume them.
3. DAMARTEX commits to ensuring a working environment that prohibits modern slavery and human trafficking both in our own organisation and that of our supply chain.

With this in mind, DAMARTEX has joined the United Nations Global Compact initiative and is proud to develop its Sustainable Procurement approach in cooperation with its suppliers.

Through this commitment, we would like to involve everyone in the company and all our suppliers, and develop, with all our partners, mutually beneficial, sustainable relationships.

OUR COMMITMENTS IN TERMS OF SUSTAINABLE PROCUREMENT

Our teams commit to selecting suppliers **impartially** and treat them **fairly**. We respect the confidentiality of information communicated to us, as well as Intellectual Property rights.

We promote an approach based on consultation and support, aiming at **continuous improvement**. We wish to work in a true spirit of **win-win** partnership, for the benefit of all parties.

OUR SUPPLIERS COMMITMENT

Labour and Human Rights practices:

Our suppliers* commit to respecting **Human Rights**.

In this respect, they must see to the effective application of workers' fundamental rights in compliance with the conventions of the International Labour Organization (ILO) and local regulations on :

- Child Labour
- Forced and compulsory labour
- Workers health and safety
- Discrimination
- Employee representation and Employee Dialogue
- Disciplinary practices
- Working hours
- Remuneration
- Modern slavery
- Human trafficking

For the purpose of this charter, the word supplier* shall be read as our suppliers and our suppliers' suppliers: any person or entity working directly or indirectly for DAMARTEX is concerned.

Environment :

Our suppliers* comply with **all applicable environmental rules and regulations** and support a precautionary approach to environmental challenges.

They detect, identify and assess potential environmental hazards and take all adequate measures to alleviate or remove them.

Suppliers* minimise their impact on the environment including reducing the amount of waste and the consumption of energy and water.
Chemicals are selected in compliance with the DAMARTEX quality policy on chemicals in order to guarantee that they are safe for people and the environment.

SUPPORT APPROACH

DAMARTEX wishes to develop a **partnership approach** and expects a **commitment from its suppliers** with a view to sustainable and profitable cooperation.

In order to identify areas of progress, we must jointly implement an assessment (audit), diagnosis and consulting approach.

For this approach to succeed, our suppliers should accept to welcome our teams as well as any external auditors appointed by DAMARTEX.

This assessment / diagnosis / consulting approach should concern:

- Building safety (Electricity, fire, robustness of buildings...)
- Workers health and safety
- Working conditions
- The environment
- Products (Check the quality products against DAMARTEX quality requirements and the REACH/ROHS standards).
- Workers' rights

We expect the continuous improvement approach to be **understood and implemented by our suppliers***. Failing that we reserve the right to call into question our cooperation.

DAMARTEX intends to promote the principles of this charter for the whole supply chain. However, we are aware of the limitation of our responsibilities beyond the direct subcontractors of our suppliers. This is why DAMARTEX, together with its partners, is extremely attentive to its suppliers' procurement policy.

DAMARTEX restates its confidence in its suppliers* and will put all its energy into strengthening the partnership relations with the general objective of improving work conditions and protecting the environment.

For Damartex, the Purchasing Department,

For the supplier, the General Management

APPENDICE

This charter complies with local legislation, international conventions and the commitments of DAMARTEX as part of the United Nations Global Compact.

Elements of interpretation on the arbitration between national laws and international conventions

- Local legislation is the reference text when it guarantees a protection that is higher than provided by international conventions in social or environmental matters
- In situations where legislation or its application doesn't guarantee sufficient protection, the international conventions should be taken into account
- In countries where the legislation or its application contradicts international conventions, these conventions should be taken into account whenever possible.

If the fact that they are not taken into account has significant consequences, it is appropriate to review, whenever possible, the nature of relations and activities within the jurisdiction concerned.

UNITED NATIONS GLOBAL COMPACT – www.unglobalcompact.org

Human Rights

1. Businesses should support and respect the protection of internationally pro-claimed human rights in their sphere of influence
2. Make sure that they are not complicit in human rights abuses

Labour Law

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
4. The elimination of all forms of forced and compulsory labour
5. The effective abolition of child labour
6. The elimination of discrimination in respect of employment and occupation

Environment

7. Businesses should support a precautionary approach to environmental challenges
8. Undertake initiatives to promote greater environmental responsibility
9. Encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

APPENDICE

CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANIZATION

– www.ilo.org

Freedom of Association, Right to Organise and Collective Bargaining (Conventions No. 87 and No.98)

Workers shall have the right to establish and to join organisations of their own choice without previous authorisation.

Workers shall enjoy protection against acts of anti-union discrimination in respect of their employment.

In the case where legislation limits the freedom of association and the right to collective bargaining, the company shall promote all alternative means of associations and free and independent negotiation for all the staff.

Forced Labour (Conventions No.29 and No. 105)

No form of forced labour can be tolerated, such as slavery which violates fundamental human rights.

Employers cannot withhold any part of the salary, profit, properties or documents (For ex: ID papers) from staff to compel them to continue working in the company.

Child Labour (Conventions No. 138 and 183)

It is prohibited to employ children under the age of 15 (with the exception of countries for which there is derogation from ILO due to their status of developing countries, where the minimum age is set at 14).

The right of young workers must be respected. If a young worker under 18 is hired, he/she must not be given work likely to be detrimental to the health, safety or morality of the child. He/she must not work nights or work overtime.

APPENDICE

Remuneration (Convention No. 100)

Employers should pay their employees' wages at least equal to legal minimum wages or to those of the industry concerned. When the legal minimum wages do not cover all the basic needs of personnel, employers are encouraged to allocate an extra compensation to satisfy these needs.

Employers see to it that wages and benefits are paid in full compliance with applicable laws and that remuneration is paid under a form that is suitable to workers.

Employers must ensure that wages and the various compensations, as well as social contributions or taxes, are clearly detailed for employees. Overtime must be paid at a higher rate as required by the country's regulations and in due time.

Disciplinary measures such as fines and other deductions from wages are prohibited.

Discrimination (Employment and occupation) (Convention No. 111)

No discrimination whatsoever shall be tolerated in matters of recruitment, remuneration, access to training, career development, termination or retirement based on criteria of race, cast, nationality, religion, disability, gender, sexual orientation, membership in a trade union or political responsibilities.

The company should not interfere in the personnel's rights to observe dogma or practices or to meet demands relating to these criteria.

Working hours (Convention No. 1)

Employers must comply to applicable national laws and industry standards concerning working hours and holidays.

This notwithstanding, the working week on a regular basis should not exceed 48 hours per week and a maximum of 12 hours overtime. These must be worked on a voluntary basis. Workers are entitled to a minimum of one day off per week as well as all other holidays provided by national regulations.