

Corporate, Social & Eco Compliance Policy Statement

STATEMENT OF COMMITMENT

Even in the most challenging Economic climate, our foremost concern is to comply our Social & Corporate Responsibilities. Our credo is:

- ✓ To conduct all business in keeping with the highest moral, ethical and legal standards.
- ✓ To employ associates without any discrimination of gender, race, religion, age, disability, sexual orientation, nationality, or social or ethnic origin. Diversity in the workplace will be encouraged. Bigotry, racism, and sexual or any other form of harassment will not be tolerated.
- ✓ To maintain workplace environments that encourages frank and open communications.
- ✓ To be concerned with the preservation and improvement of our environment by all means.
- ✓ To be ever mindful that our dedication to these standards is absolute & uncompromised. We endeavor to consider the environmental impacts of the materials used in the manufacturing and packaging our Bed, Bath and other linens. Our efforts include the following:



▶ Minimizing Packaging Material

- ✓ Our team is focused on minimizing & reduction in weight/type/size of packaging.
- ✓ We monitor the quantity, quality, weight of our packaging materials.

▶ Energy Control Management

- ✓ We keep records of Energy-Use including Energy Consumption, Energy Bills & Meter Readings.
- ✓ We keep specific targets to minimize the use of Energy.

▶ Vendors – Permitted Harvest & Origin of Raw Materials

- ✓ We have our specific Purchasing Guidelines for our direct vendors that cover the areas including Environmental Compliance, Employee Benefits & the End Product / Raw Materials tractability.
- ✓ Our Bed & Bath Linens are made with 100% USA origin yarn & employ chain-of-custody to ensure that we know precisely where our raw materials came from.
- ✓ Our products are processed using the State-of-the-Art Equipment with Proprietary Eco Friendly Finishing Techniques.
- ✓ The Quality & Compliance of the products are throughout monitored through our own QC Audits, including the review and approvals of samples drawn at every step of the production.



▶ PLASTIC FREE / Biodegradable PACKAGING:

- ✓ We take pride to claim ourselves Market Leader in using NO Plastic in our packaging and where necessary, only d2w Biodegradable materials.



▶ Social Responsibility

- ✓ We have a system for monitoring Social Compliance at all of our Manufacturing units.
- ✓ We continuously work with supply base to resolve and/or improve even minor areas that are noticed during Social Compliance Evaluations.
- ✓ We invest in the Community Development Activities in the markets we operate within.

▶ Certification by Accredited Third-Party(s)

- ✓ In addition to our own Quality Team Audits, we acquire 3rd Party Audit & Certifications of our Products.

- ✓ Our Products & Production Facilities are Certified & Monitored by;

- BSCI (Business Social Compliance Initiative)
- Sedex (SMETA)
- Oeko-Tex (Multiple)
- ISO 9001 & ISO 14001
- SGS (for final Audits)
- STeP (Sustainable)
- SCOPE
- amfori
- Fairtrade



Environment Social Economic Quality Ethics & Business Integrity



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