

Ethical and Fair Trade Policies

In Ahmedabad, 10th of October 2018,

It has been decided on this day that, in view of M/s INDIGENOUS APPARELS PRIVATE LIMITED's core mission to manufacture with respect for all people and our planet, is appointed an officer, Mrs. BHAVINI SOLANKI in charge of enforcing below detailed social policies.

1. Scope

The following social criteria apply to all employees of M/s INDIGENOUS APPARELS PRIVATE LIMITED

2. Employment is freely chosen

- There is no servitude, forced, bonded or indentured labour.
- Workers are not required to lodge "deposits" or their identity papers and are free to leave M/s INDIGENOUS APPARELS PRIVATE LIMITED after reasonable notice.

3. Freedom of association and the right to collective bargaining are respected

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- M/s INDIGENOUS APPARELS PRIVATE LIMITED adopts an open attitude towards the activities of trade unions and their organisational activities.
- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, M/s INDIGENOUS APPARELS PRIVATE LIMITED facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining and allows their workers to freely elect their own representatives with whom the company can enter into dialogue about related issues.

4. Child labour must not be used

- There must be not be any recruitment of child labour.
- Children and young persons under 18 must not be employed at M/s INDIGENOUS APPARELS PRIVATE LIMITED.
- These policies and procedures including the interpretation of the terms "child" and "child labour" must conform to the provisions of the relevant ILO conventions C138 and C182.

5. No discrimination is practised

• There is no kind of discrimination e.g. in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, ethnic or national origin, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, social background or any other condition that could give rise to discrimination. In particular, workers shall not be harassed or disciplined on any of the grounds listed above.

6. Working conditions are safe and hygienic

- A safe and hygienic working environment must be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Vulnerable individuals such as - but not limited to - young workers, new and expecting mothers and persons with disabilities, shall receive special protection. Appropriate personal protective equipment must be provided to the workers and it must be assured that these are being used whenever necessary. Adequate steps must be taken to prevent accidents and injury to health arising from, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Systems must be in place to detect, assess, avoid and respond to potential threats to the health and safety of workers. Effective measures must be taken to prevent workers from having accidents, injuries or illnesses, arising from, associated with, or occurring during work.
- For all chemical substances and preparations used the corresponding Material Safety Data Sheet (MSDS) must be maintained and it must be assured that the applicable health and safety measures for handling and storing these chemicals are implemented.
- M/s INDIGENOUS APPARELS PRIVATE LIMITED must take all appropriate measures within their sphere of influence, to see to the stability and safety of the equipment and buildings they use, including accommodation to workers, where provided, as well as to protect against any foreseeable emergency. Workers must be able to exit the premises in case of imminent danger without seeking permission.
- Workers must receive regular and recorded health and safety training incl. fire prevention training and evacuation drills, and such training must be repeated for new or reassigned workers.
- Access to clean toilet facilities and to potable water, and, to rest areas, food consuming areas and sanitary facilities for food storage must be provided.

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Director

Director

7. Fair remuneration

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- All workers must be provided with written and understandable information about their employment conditions compliant with national legal requirements and including wages and social benefits legally granted before they enter

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employment and about the particulars of their wages for the pay period concerned each time that they are paid.

- Deductions from wages as a disciplinary measure are not permitted.

8. Working hours are not excessive

- Working hours must comply with national laws and benchmark industry standards, whichever affords greater protection.
- In any event, workers must not be required to work in excess of 48 hours per week on a regular basis, must have the right to have rest breaks in every working day and must be provided with at least one day off for every 7-day period on average. Overtime must be voluntary, must not exceed 12 hours per week, must not be demanded on a regular basis, must not represent a significantly higher likelihood of occupational hazards and must always be compensated at a premium rate of not less than one and one quarter times the regular rate or with leisure time.

9. No precarious employment is provided

- To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship must not be avoided through the use of labour-only contracting, subcontracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor must any such obligations be avoided through the excessive use of fixed-term contracts of employment.

10. Harsh or inhumane treatment is prohibited

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited.
- All disciplinary measures must be recorded.

11. Social Compliance Management

M/s INDIGENOUS APPARELS PRIVATE LIMITED supports the implementation and monitoring of above cited social criteria by:

- nominating a person, Mrs. BHAVINI SOLANKI responsible for social accountability
- monitoring compliance with the social criteria and implementing necessary improvements at its facilities
- informing its workers about the content of the minimum social criteria in the applicable local language(s).
- maintaining records of the name, age, working hours and the wages paid for each worker
- allowing the workers to nominate a representative for social accountability that is able to provide feedback to the management regarding implementation status of and compliance with social criteria

- recording and investigating complaints from workers or third parties related to the adherence to the social criteria and maintaining records about any necessary corrective measures arising from them
- refraining from disciplinary measures, dismissals or other forms of discrimination against workers for providing information concerning observance of the social criteria

12. Ethical Business Behaviour

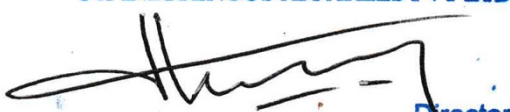
- Companies are not involved in any act of corruption, extortion or embezzlement, nor in any form of bribery - including but not limited to - the promising, offering, giving or accepting of any improper monetary or other incentive.
- Companies keep accurate information regarding their activities, structure and performance, and disclose these in accordance with applicable regulations and industry benchmark practices.
- Companies must neither participate in falsifying such information, nor in any act of misrepresentation in the supply chain.

Above policies are modelled on the policies laid out in the 5th version of the GOTS label. They are compliant with the Indian government as well as the ETI base code from the Ethical Training Initiative, UK.

M/s INDIGENOUS APPARELS PRIVATE LIMITED actively supports the implementation and monitoring of all above cited social criteria.

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Director

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