

SUPPLIER CODE OF CONDUCT

1 HISTORY OF THE COMPANY

Founded in 1938, Candiani SpA, hereafter referred to as Candiani, was born as a small textile weaving company producing traditional fabrics for workwear. For more than 80 years, we have lived and worked in the small town of Robecchetto con Induno, a short distance between Milan and the Alps, in the heart of a nature reserve, the Valle del Ticino Park. Being deeply rooted in this community has meant responsible production—attention to the environment and the generation of families who have helped make us what we are today—represents not a choice but a lifestyle. After four generations, Candiani has expanded to become one of the largest denim producers in Europe by continuing to build on our family work ethic and sustainability ideals. We are more committed than ever to ensuring that our supply chain, production, and products can provide a positive impact for the benefit of present and future generations.

2 FIELD OF APPLICATION

In this Code of Conduct, we define Candiani's ambitious standards and take ethical, moral, social, and ecological responsibility for each of our work phases, from the cotton grower until the fabrics' end-of-life.

To ensure the implementation of these guidelines throughout the entire production chain, all Candiani employees are informed about their content in an appropriate language.

We are aware of our social and ecological responsibility towards our colleagues, suppliers, customers, business partners, and environment.

We, therefore, ask our Supplier to comply with our code of conduct and to subscribe.

The Supplier declares to comply:

1. to all national laws, international human rights regulations, and ILO conventions, in particular, personnel management, workplace safety, minimization of environmental impacts, as well as production, pricing, sales, distribution of products, customs, trademarks, patents, and the fight against corruption.
2. To this Code of Conduct.
3. To any actions and / or initiatives put into action by Candiani aimed at protecting legality in working conditions.

Child Labor

The Supplier commits to not employing workers under the minimum age required by the law in force in the country where the production unit is located, and in any instance child labor, nor to assign underage workers to dangerous, unhealthy, or incompatible tasks, education, nor obligations.



Forced Labor

The Supplier commits not to use forced or compulsory labor. Workers will not be forced to pay “deposits” or leave their documents with the company. They will be free to terminate the employment relationship in compliance with the terms established by current legislation and / or collective bargaining.

Coercion and Harassment

The Supplier commits to treating each worker with dignity and respect and not to use corporal punishment, threats, verbal harassment, abuse, or other forms of physical, sexual, or psychological violence.

Discrimination

The Supplier will not discriminate in the hiring and management of personnel, including salary treatment, granting benefits, or career advancement, dismissal or retirement, based on race, religion, age, nationality, social or ethnic origin, sexual preference, gender, political opinion, disability, or other personal condition not related to experience or ability to perform the job.

Trade Union Associations

The Supplier undertakes the responsibility to respect workers' rights to participate in trade union associations legally and peacefully and negotiate collective agreements without applying discrimination and interference of fate.

Health & Safety

The Supplier will ensure a safe and healthy working environment, taking into consideration the applicable regulations on the subject and in any case guaranteeing access to drinking water, toilets, fire prevention systems, and adequate lighting and ventilation systems. The Supplier undertakes the responsibility to apply production processes and individual and collective protection tools that guarantee the health and safety of workers.

In any case, it is forbidden for the Supplier to use sandblasting and any processing technique conducive to it.

The Supplier will also ensure that adequate health and safety standards are maintained in any accommodation available to workers.

Working Hours

The Supplier will comply with applicable laws and industry standards regarding working hours, holidays, and vacations. Notwithstanding the above, the standard working week, excluding overtime, must not exceed 48 hours. Overtime work must be voluntary and must not exceed 12 hours per week. Personnel must be given at least one day off after six consecutive days of work, unless laws and collective labor agreements do not provide flexible working hours with the possibility of adequate compensatory rest periods.



Salaries

The Supplier will respect the staff's right to decent remuneration, which reaches the minimum legal and sector standards, and which is always sufficient to satisfy the primary needs of the worker. All overtime must be paid with a surcharge as defined by national law, collective bargaining, or prevailing industry standards.

Environmental Protection

The Supplier must demonstrate that it operates in respect of the environment, complying with all applicable environmental regulations and considering the evolution of production systems, plants, and industry practices for continuous improvement.

As part of the services supplied, the Supplier will ensure to respect the welfare of animals and not engage in any kind of cruelty towards them.

Entrusting the Contract Performance to Third Parties

The Supplier will not entrust the services object of the supplier, current or future, to third parties, unless expressly authorized in writing by Candiani and only following the subcontractor's written commitment to comply with the rules of this Code of Conduct.

Monitoring and Compliance

The Supplier authorizes Candiani and its representatives to carry out monitoring actions to verify compliance with the Code of Conduct, including unannounced inspections at the production sites and at the accommodation provided to workers, the possibility of checking personnel books and records, and the possibility of carrying out interviews reserved for workers. The Supplier will ensure to make available at its headquarters all the documentation necessary to provide compliance with this Code of Conduct. The Supplier also undertakes to implement effective corrective actions necessary to resolve any non-compliance with the Code of Conduct.



Publication

The Supplier will take the necessary measure to ensure that the provisions of this Code of Conduct are made known to its workers by publishing it in the local language and in a place easily accessible to workers at all times.

In the event of a non-compliance with the rules and / or commitments undertaken through this Code of Conduct, Candiani reserves the right to cancel any orders and / or terminate any existing contractual relationship with the Supplier.

We kindly ask you to indicate any social certifications or describe any procedures related to personnel management.

I declare that I have read, understood, accepted and applied this Code of Conduct:

Date _____

Company _____

Name _____ Company Function _____

Stamp and Signature



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