



ETHICAL STANDARDS POLICY

At **Ray-Safe Workwear** we're committed to developing and maintaining a significant role in our industry by subscribing to high standards of ethical conduct. We understand that we have a corporate and social responsibility. This is as much in our supply chain as it is in our own everyday activities. We continually seek products and services that are ethically produced. We do this by endeavouring to work with all of our suppliers, which in turn influence's our social, ethical and environmental performance. We have and will always take this ongoing conduct and responsibility as a key part of our performance as a company.

Preferred Suppliers

Are those who respect and comply with relevant laws, regulations treaties, covenants or other agreements. We look for external suppliers who demonstrate a commitment to implementing policies and practices consistent with and complementary to our own. We believe these considerations to be the platform from which responsible behaviours can be built.

Labour Expectations

We expect suppliers to have sound labour practices; we expect them to treat their employees fairly, in accordance with local laws and regulations relating to labour and employment.

Wages and Benefits

External suppliers shall provide wages and benefits that comply with all local laws and regulations or match prevailing local manufacturing or industry rates. Pay shall be calculated at the legally required rate, regardless of whether workers are compensated hourly or by piece rate.

Freely Chosen

External suppliers will not use forced, bonded or involuntary labour. Workers must not be required to lodge deposits or their identity papers with employers; they must be free to leave once their shift ends, or after giving their employer reasonable notice.

Child Labour

External suppliers should not use child labour. Suppliers shall verify the age of their workers and maintain copies of their workers' proof of age. Suppliers shall follow all applicable laws and regulations regarding working hours and conditions for all employees.

Hours

All working hours will comply with national laws within the country in question. Suppliers shall guarantee breaks and days off in compliance with applicable law.

Immigration Law Compliance

External suppliers shall only employ workers who have a legal right to work, including workers obtained through an employment agency. Worker's legal rights to work must be validated by reviewing original documentation prior to commencement of work.

Safe and Hygienic Conditions

External suppliers shall provide a safe and hygienic working environment. They shall also provide continuous monitoring to ensure compliance with applicable legislation and regulation standards. Suppliers shall ensure that personal protective safety equipment is available where required and that workers are adequately trained in its use.

In Addition

Our internal supply complies fully with the above ethical standards our factories in Sydney, Australia and Shanghai, China are registered and comply with relevant laws.