

## Code of Conduct

We ensure compliance with social standards at all manufacturing places. Any enterprise manufacturing for camano is obliged to comply with precise environmental and social guidelines. Therefore, all items produced for the brands camano, s.Oliver or private labels are exclusively manufactured in facilities which meet these requirements.

This Code of Conduct is based on the conventions of the International Labour Organisation (ILO), the UN Declaration of Human Rights, the UN conventions concerning the rights of children as well as the abolition of all forms of discrimination against women, the UN Global Compact, the OECD Guidelines for multinational enterprises, and other internationally recognised agreements.

The Code of Conduct includes:

1. Compliance with Laws
2. Freedom of assembly and collective bargaining rights
3. Prohibition of discrimination
4. Wages
5. Working hours
6. Health and safety at work.
7. Prohibition of child labor
8. Prohibition of forced and compulsory labor and disciplinary measures
9. Environmental and safety issues
10. Management systems