Code of Conduct

The Nylon Knitting code of conduct establishes the fundamental principles that the suppliers of goods and services, establishments, and distribution chains, must follow in order to ensure that the products they supply are created in compliance with fundamental human rights, without any form of exploitation of child labor and in full compliance with legislation national in terms of health and safety at work.

Forced labor: the employer will never use forced labor, including work provided by inmates, binding or forced labor, human trafficking, slavery, or any other form of forced labor.

Harassment and abuse: all employees will be treated with respect and dignity and no employee may be subject to physical, sexual, psychological, and verbal abuse or harassment.

Non-discrimination: none of the workers will be subjected to any form of discrimination throughout their working activity; in hiring, in compensation perceived, in career advancement, discipline, dismissal, and retirement, for reasons of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnicity.

Compliance with workplace regulations: employers must comply with the laws and regulations in force in every place where they will operate, safeguarding the rights enshrined in the laws themselves and in the regulations concerning social protection and work, both nationally and internationally.

Child labour: no person can be hired if younger at the minimum age required by current legislation for access to the world of work however only after completing the compulsory law studies, as provided for by local legislation. Children under the age of 18 cannot be employed in night work and risk conditions, in order to protect their health, development physical, mental, spiritual, moral, and social.

Working hours and Remuneration: working hours, rests, breaks, holidays and working hours extraordinary, must be recognized in accordance with national regulations, from the sector contract, from the contracts and / or internal company agreements, guaranteeing the correct one recognition and correct remuneration provided for by current legislation.

Health, safety, and the environment: the employer must guarantee a safe working environment and hygienic considering every single specific risk in the sector. They will moreover, measures and procedures must be adopted in order to eliminate, or where not possible, reduce them maximum risks at work. Employees must receive all the information training in accordance with current legislation, in terms of safety and health in the workplace.

They will also need to be adequately trained and trained, as far as the tasks entrusted. During the production process, they must be reduced to a minimum possible harmful effect on the environment, the use of natural resources, safeguarding health and public safety and using processes that respect the environment in which they operate.

Confidentiality: in the course of relations between customers, suppliers, representatives, workers, they can be made available to confidential information and industrial or commercial secrets, related to their business, their products, their designs, their own inventions patented or patented, to own brands and logos, to own production processes, tests, analysis, research and results, current or potential developments of its products and processes production, technical and scientific specifications and data on its products and processes, on projects, design, know-how, commercial information on customers, suppliers, agents, marketing strategies, studies and plans, and financial and corporate information. All this information is strictly confidential and therefore must have nature secret for the duration of the relationship between the parties, avoiding any disclosure communication to third parties.

Nylon Knitting Qormi Malta, 21/03/2019

Chief Executive Officer
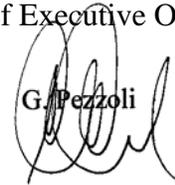
G. Pezzoli

*Company Name*_____

*Registered Office Address*_____

*ZipCode*_____*City* _____

*Tax code / VAT*_____

*Signature*_____ *Title*_____