



### Social Compliance Policy

A & R Textile Group B.V. is dedicated to ensuring that all employees are treated with humanity, dignity and all employees are entitled to his or her rights. The company strives to fulfil its responsibility by supporting the assurance of a socially responsible work environment.

### No Child Labor

Employees in the factories that produce for A & R Textile Group B.V. must be the minimum legal working age. A & R Textile Group B.V. strictly monitors this by regularly visiting the factory at unannounced times.

### No Slavery

A & R Textile Group B.V. is committed to ensuring there is no modern slavery or human trafficking in our supply chain, or any part of our business.

### No Discrimination

A & R Textile Group B.V. seeks to hire, retain, promote and otherwise treat all applicants and employees without regard to race, color, religion, age, sex, gender (identity), sexual preference, mental status, physical or mental disability, medical condition, pregnancy or any other characteristic protected by law.

### Wages

All employees are paid at least the minimum national or/and legal salaries in accordance to local or federal laws.

### Working Hours

Employee hours are set in accordance to local or federal laws. Overtime will be paid in accordance to local or federal laws. Employees are entitled to get the official vacation days off and also the national holidays.

### Harassment and Abuse

**A & R Textile Group B.V. does not tolerate any harassment or abuse in the organization.**

### Working Conditions

All employees are provided with a clean, safe and healthy work environment.

All factory employees have access to clean drinking water, clean storage area for lunches, free warm lunch, and adequate number of restrooms.

All machinery is maintained at a standard to ensure that workers are not at any unreasonable risk while operating the machinery.

First aid equipment is available in the factories and a person with basic first aid training.

Emergency exits are available on every floor of the factory.

### Environmental Sustainability

We strive to increase responsible stewardship on a daily basis, from materials sourcing to fabrication and throughout the supply chain.

For 2020 we have made a substantial progress towards changing the packaging materials from plastic to EPI. EPI is biodegradable material which degrades within approximately 12-14 months.