


	<p>Company Name: 红绣服饰有限公司 Hongxiu Clothing Co., Ltd.</p>	<p>Document No.: PL/CM/0034</p>	
<p>Title: <i>ETHICAL COMPLIANCE & LABOR POLICY</i></p>		<p>Issue: No.1</p>	<p>Page No.: Page 1 of 3</p>



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ETHICAL COMPLIANCE & LABOR POLICY

PREAMBLE:

Integrity and trust are the cornerstones of our business. Hongxiu Clothing upholds the highest standards of ethical conduct in all our operations. We are committed to ensuring that every product we create is made in a safe, fair, and respectful environment, reinforcing our vision to be the "most trusted global partner for OEM and ODM swimwear manufacturing."

KEY POLICY POINTS:

- **Fair Labor Practices:**
 - ◆ **Zero Tolerance for Forced and Child Labor:** We maintain a strict, zero-tolerance policy against all forms of forced, bonded, involuntary, or child labor. We comply with all applicable local and international labor laws, including the core conventions of the International Labour Organization (ILO).
 - ◆ **Fair Compensation & Working Hours:** All employees receive wages that meet or exceed the legal minimum and are competitive within our industry. Working hours are strictly managed in accordance with national laws, and any overtime is voluntary and compensated at a premium rate.
 - ◆ **Freedom of Association & Non-Discrimination:** We respect our employees' right to freedom of association and collective bargaining. We are an equal opportunity employer and prohibit any form of discrimination based on race, gender, religion, age, disability, or any other protected characteristic.
- **Health & Safety:**
 - ◆ **Safe Work Environment:** We are committed to providing a safe and healthy working environment in all three of our factories. This includes regular safety training, proper maintenance of equipment, adequate ventilation, and clear emergency procedures.
 - ◆ **Proactive Risk Management:** We conduct regular risk assessments to identify and mitigate potential workplace hazards, ensuring the well-being of all our employees and visitors.
- **Business Ethics & Supply Chain Integrity:**
 - ◆ **Ethical Supplier Code of Conduct:** We require all our suppliers and business partners to adhere to a stringent Code of Conduct that reflects our own ethical standards regarding labor, safety, and environmental practices. We reserve the right to audit our suppliers to ensure compliance.

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- ◆ **Anti-Corruption:** We conduct all business with integrity and transparency, and we have a zero-tolerance policy for bribery and corruption in any form.
- ◆ **Protection of Intellectual Property:** We are unequivocally committed to protecting the intellectual property (IP), designs, and confidential information of our clients, ensuring that all partnerships are built on a foundation of trust and security.

Endorsed by

_____ Signature_____

Factory manager

_____ Signature_____

Managing Director

Date _____

Revised on 2022

The policy will be reviewed yearly by the Sustainability Manager.