



LABOR CODE OF CONDUCT ELSAMANDA SRL ITALY

1. No employment of minors. For this purpose, we consider a minor as one who is below the minimum age mandated by the applicable law, or the age for completing compulsory education, whichever of the two is higher.
2. A workplace that complies with laws and regulations and promotes the health and safety of the workers as well as the protection and preservation of the environment with reasonable minimum conditions of light, ventilation, hygiene, fire prevention safety measures, as well as access to a drinking water supply.
3. A normal workweek according to local labor law, including overtime hours, including one day off for every seven days worked, as well as overtime compensation policies that are in accordance with local law.
4. Compensation that is respectful of basic needs, minimum pay by category and all benefits mandated by law.
5. Respect and equality, regardless of race, religion, age, sex, social origin, political views, sexual orientation, or position.
6. A work place where there is dignity and respect, free from any form of forced labor, harassment, abuse or corporal punishment.
7. Freedom of association and the right to join unions or other work or industry related associations as well as the right to collective bargaining in accordance with local law.
8. Compliance with environmental rules, regulations and standards applicable to the operations and observation of environmentally conscious practices in all locations where operating
9. Compliance with applicable customs law and, in particular through programs to comply with customs laws regarding illegal trans-shipment of apparel products
10. Facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (e.g. drugs, explosives, biohazards, and/or other contraband).