

Dizzy Mallone

Italian Workwear Co.

Since '86



Olgiate Olona, 2015.....

Dizzy Mallone Code of Conduct

1. Employment is freely chosen

There is no forced or bonded labor.

Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

2. Freedom of association and the right to collective bargaining are respected.

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

The employer adopts an open attitude towards the activities of trade unions and their organizational activities.

Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.

Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

3. Working conditions safe and hygienic

A safe and hygienic working environment must be provided, bearing in mind the prevailing knowledge of the textile industry and of any specific hazards. Adequate steps must be taken to prevent accidents and injury to health arising from, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Workers must receive regular and recorded health and safety training, and such training must be repeated for new or reassigned

Workers.

Access to clean toilet facilities and to potable water, and if appropriate, to rest areas, food consuming areas and sanitary facilities for food storage must be provided.

Accommodation, where provided, must be clean, safe and meet the basic needs of the workers.

The company observing the code must assign responsibility for health and safety to a senior management representative.

4. Child labor must not be used

Child labor is forbidden as defined by ILO and United Nations Conventions and/or by National law.

Any form of exploitation of children are forbidden. Working conditions resembling slavery or harmful to children's health are forbidden. The rights of young workers must be protected.

5. Living wages

Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

All workers must be provided with written and understandable information about their employment conditions including wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages as a disciplinary measure are not permitted nor must any deductions from wages unless provided for by national law without the express permission of the worker concerned.

All disciplinary measures should be recorded.

6. Working hours are not excessive

Working hours must comply with national laws and benchmark industry standards, whichever affords greater protection.

In any event, workers must not be required to work in excess of 48 hours per week on a regular basis, and must be provided with at least 1 day off for every 7 day period on average. Overtime must be voluntary, must not exceed 12 hours per week, and must always be compensated at a premium rate.

7. No discrimination is practiced

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8. Regular employment is provided

To every extent possible work performed must be on the basis of recognized employment relationship established through national law and practice.

Obligations to employees under labor or social security laws and regulations arising from the regular employment relationship must not be avoided through the use of labor-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor must any such obligations be avoided through the excessive use of fixed term contracts of employment.

9. Harsh or inhumane treatment is prohibited

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation must be prohibited.

10. Environment and safety issues

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials emissions and effluent treatment must meet or exceed legal requirements.

Dizzy Mallone SRLs
Italian Workwear Co.
Via San Martino della Battaglia,4
21057 Olgiate Olona (VA)
Italia
Mr. René Hamers

SUPPLIER NAME & ADDRESS

Director's name
Signature + company stamp