

CODE OF CONDUCT FOR MANUFACTURERS

Non-Discrimination - RADLEY will seek business partners that do not discriminate in hiring and employment practices on grounds of race, colour, national origin, gender, religion, or political or other opinion.

Working Hours/Overtime - RADLEY will seek business partners who do not require more than 60 hour work weeks on a regularly scheduled basis, except for appropriately compensated overtime in compliance with local laws, and we will favour business partners who use 48 hour work weeks as their maximum normal requirement.

Forced or Compulsory Labour - RADLEY will not work with business partners that use forced or other compulsory labour, including labour that is required as a means of political coercion or as punishment for holding or for peacefully expressing political views, in the manufacture of its products. RADLEY will not purchase materials that were produced by forced prison or other compulsory labour and will terminate business relationships with any sources found to utilise such labour.

Fair Wages - RADLEY will seek business partners who share our commitment to the betterment of wage and benefit levels that address the basic needs of workers and their families so far as possible and appropriate in light of national practices and conditions. RADLEY will not select business partners that pay less than the minimum wage required by local law or that pay less than prevailing local industry practices (whichever is higher).

Child Labour - RADLEY will not work with business partners that use child labour. The term "child" generally refers to a person who is less than 14 years of age, or younger than the age for completing compulsory education if that age is higher than 14. In countries where the law defines "child" to include individuals who are older than 14, RADLEY will apply that definition.

Freedom of Association - RADLEY will seek business partners that share its commitment to the right of employees to establish and join organisations of their own choosing. RADLEY will seek to assure that no employee is penalised because of his or her non-violent exercise of this right. RADLEY recognises and respects the right of all employees to organise and bargain collectively.

Safe and Healthy Work Environment - RADLEY will seek business partners that strive to assure employees a safe and healthy workplace and that do not expose workers to hazardous conditions.