



Intrafashion Group AVEE CODE OF CONDUCT

Intrafashion Group AVEE (Pink Woman-NJOO) takes workplace human rights very seriously and we insist that our business should be conducted according to the highest ethical standards which we can point to with pride. Intrafashion is adamant about protecting the safety and working rights of the people who produce the goods sold in our stores and through our wholesale business.

Intrafashion insists on high standards for all of our Suppliers. As a requirement of doing business with Intrafashion, our Suppliers -either Buying agents or factories -must commit to meeting important human rights standards and conditions of employment, including, without limitation, the following:

- 1. Compliance with Law:** Suppliers and suppliers must be in full compliance with all laws, rules and regulations applicable to the manufacturing of products, facilities where they are made and accommodations made available to workers.
- 2. No Child Labour:** All workers must be at least the local minimum legal working age or 15 years of age, whichever is older.
- 3. No Forced or Compulsory Labour Manufacturing:** Workers must be voluntarily employed and cannot be prisoners or any other kind of forced labour.
- 4. Non-discrimination:** All hiring decisions must be based on the prospective worker's ability to do the job and may not be based on race, religion, gender, age, sexual orientation, disability, nationality, political opinion or union membership.
- 5. Minimum Wages, Hours and Benefits:** All national laws regarding minimum wage, overtime and hours and benefits must be complied with. In addition, hours per day and days per week shall not exceed the legal limitation of the countries in which any product is produced.
- 6. Health and Safety:** Workers must be furnished with safe and healthy working conditions in compliance with local laws.
- 7. No Corporal Punishment:** Behaviour, including gestures, language and physical contact, that is sexually coercive, threatening, abusive or exploitative should not be permitted.
- 8. Environmental Protection:** Suppliers shall comply with all applicable laws, rules and regulations in respect of protecting the environment and maintain procedures for notifying local authorities in the event of an environmental accident resulting from Suppliers' operations.

Intrafashion has implemented a compliance program that is monitored on a regular basis by our purchase and product procurement departments. An essential part of that program is the inspection and audit of factories with whom we do business to ensure their understanding of our requirements. The audits shall be performed by accredited collaborators, unless in the case of Buying agents where themselves should be able to provide us with the results of Compliance inspections. Areas of improvement are identified and corrective action is taken promptly upon discovery of any non-compliance. This response includes, when necessary, ceasing to do business with Suppliers who do not comply with our requirements.