



PEACOCK GARMENTS AND PRINT

Madrasha road, Vangnahati, Sreepur, Gazipur.

CODE OF CONDUCT

Peacock Garments and Print is proud of its tradition of conducting business in accordance with the highest ethical standards and in compliance with all relevant laws of Bangladesh, as well as the customer's requirement. Our objective is to develop long-term working relationships with customers, vendors, suppliers and agents who share our values.

I. GENERAL COMPLIANCE STANDARDS

The compliance standards outlined herein apply to all production workers, staffs as well as customer standard. These compliance standards represent requirements, which all employees must satisfy in order to transact business globally:

- **LEGAL REQUIREMENTS:-** **Peacock Garments and Print** requires that its all employees strictly comply with all contract provisions, as well as all applicable country laws and regulations, including those of the Government of Bangladesh and its customer's requirements.
- **CHILD LABOR:-** This Company is very strict for recruitment of workers. To comply with **Bangladesh Labour Law 2006**, we do not recruit workers who are aged less than 18 years.
- **FORCED LABOR:** **Peacock Garments and Print** will not tolerate the use of convict, indentured, slave, bonded or other forced involuntary labor, either directly or indirectly, by its superiors or reporting personnel's.
- **SUPPLIER SELECTION:-** In selecting suppliers, Peacock Garments and Print will identify reputable companies that are committed to compliance with legal requirements relevant to the conduct of their business.

II. COUNTRY OF ORIGIN REPRESENTATIONS

This Company is never allowing the importation into customer of merchandise that does not have accurate country-of-origin labeling.

III. LABOR STANDARDS

- **NO FORCED OR CONVICT LABOR:-** **Peacock Garments and Print** will not tolerate the use of convict, indentured, slave or bonded or other forced involuntary labor, either directly or indirectly, by its vendors, or by any subcontractors utilized by its vendors.
- **NO CHILD LABOR :-** **Peacock Garments and Print** will not tolerate the use of child labor by its vendors, or by any subcontractors utilized by its vendors. 'Child labor' is defined as the employment of persons younger than the age 14, the local legal minimum working age, or the local legal age for compulsory education, whichever is higher.
- **COMPENSATION: -** Wages and benefits must be in conformity with the minimum wage prescribed by local law or the prevailing local industry wage, whichever is higher. Workers must be provided with benefits and overtime compensation that conform to the better of applicable local law or prevailing local industry standards.
- **MAXIMUM WORK HOURS:-** Employee work hours must be reasonable and in compliance with local laws and standards with no regularly scheduled work weeks in excess of 60 hours (or lower if prescribed by local law or local industry standards).



PEACOCK GARMENTS AND PRINT

Madrasha road, Vangnahati, Sreepur, Gazipur.

- **WORK ENVIRONMENT:-** Vendors must provide workers with a safe, clean, and healthy work environment and residential and eating facilities (where applicable), which are in compliance with all relevant local laws and regulations.
- **NONDISCRIMINATION:-** Vendors must employ workers on the basis of their ability to perform the requisite tasks, and not on the basis of their personal characteristics or beliefs.
- **FREEDOM OF ASSOCIATION:-** Vendors must recognize and respect the legal rights of employees to free association. Vendors may not threaten, penalize, restrict, or interfere with employees' lawful efforts to organize or join associations of their choosing.
- **DISCIPLINARY PRACTICE:-** Vendors shall treat each of their employees with respect and dignity. None of Abercrombie's vendor's employees shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

IV. TERMINATIONS AND REMEDIES

If **Peacock Garments and Print** determines that a vendor or subcontractor to a vendor, has violated any of the foregoing requirements. **Peacock Garments and Print** may, at its sole discretion:

- Provide the vendor or subcontractor with an opportunity to remedy the breach;
- Suspend acceptance of current orders;
- Cancel orders without payment;
- Withhold payment until the breach has been remedied;
- Terminate current production;
- Prohibit a vendor from using a subcontractor who has violated these standards; and
- Terminate the business relationship with a vendor.

These remedies are in addition to any other remedies that may be specified in any contract between Peacock Garments and Print and vendor. Peacock Garments and Print reserves the right to notify the appropriate governmental authorities of possible breaches of law.

V. INSPECTION AND AUDIT:-

To further assure proper implementation of and compliance with the standards set forth herein, **Peacock Garments and Print** reserves the right to inspect and approve all production facilities (and living and eating facilities where applicable), including those of subcontractors, and to request proof or certification of compliance. Full and complete cooperation in this effort is required. A manufacturer's failure to permit an inspection must be explained in writing to **Peacock Garments and Print** and an unreasonable or unsatisfactory explanation is grounds for immediate termination of all pending transactions with such a manufacturer.

Peacock Garments and Print requires that all manufacturers provide unrestricted access to our representatives without advance notice, and such access extends to the manufacturer's own facilities as well as those operated by any contract sewing shops or other designated contract facilities which a manufacturer may utilize in connection with the production of merchandise for Abercrombie. **Peacock Garments and Print** will



PEACOCK GARMENTS AND PRINT

Madrasha road, Vangnahati, Sreepur, Gazipur.

not permit a letter of credit, or other payment facility, to be opened until it has confirmed that a factory evaluation has been completed and the factory satisfies all appropriate requirements.

Access also extends to those books and records relating to employee wages, employee

time cards, verification of employee age, reports and production-related documentation establishing the origin of merchandise produced for Abercrombie. These books and records must be maintained by the vendor and/or subcontractor for a period of at least one (1) year following delivery of the merchandise to Abercrombie, and Peacock Garments and Print shall have the right to copy any and all such records upon request.

Peacock Garments and Print further requires that either the vendor or a reputable outside inspection agency conduct random inspections in accordance with the AQL 4.0 or other specified grading standard for each and every shipment of merchandise manufactured for Abercrombie's account. A signed Quality Inspection Certificate certifying satisfaction of the AQL 4.0 or other specified grading standard must accompany each and every shipment.

VI. INTELLECTUAL PROPERTY PROTECTION:-

Vendors, suppliers, and agents understand that merchandise bearing a trade name, trademark or copyright owned by or licensed to **Peacock Garments and Print** belongs exclusively to Abercrombie. Vendors, suppliers and agents must utilize their best efforts to protect Abercrombie's trade names, trademarks or copyrights. Branded merchandise that is rejected by Peacock Garments and Print or does not meet customer's quality standards may not be sold, resold, delivered or otherwise disposed of without the prior written consent of Abercrombie. In the event that Abercrombie's prior written consent is granted, **Peacock Garments and Print** branded merchandise may only be sold, resold, delivered or disposed of outside the United States and any identifying labels, tags, stickers, etc. must be removed or mutilated prior to the sale, resale, delivery or disposal.

VII. CONCLUSION:-

Peacock Garments and Print is dedicated to full and complete compliance with all laws and regulations applicable to the conduct of its business and expects its vendors' and buying agents' utmost cooperation with such efforts. It is therefore requested that the owner, president, managing director, or chairperson of your company sign and return a copy of this letter thereby confirming their understanding of its contents and agreement to undertake the obligations it sets forth.

We value the relationship with your company and believe that customer share our compliance concerns.

Respectfully,



PEACOCK GARMENTS AND PRINT

Madrasha road, Vangnahati, Sreepur, Gazipur.

CODE OF CONDUCT

কোড অফ কন্ডাক্ট

পিকক গার্মেন্টস এন্ড প্রিন্ট একটি পোষাক উৎপাদনকারী প্রতিষ্ঠান। আমরা বিশ্বাস করি আমরা এই ব্যবসায় সফলতা লাভ করেছি। এর কারণ সমাজের প্রতি আমাদের কর্তব্য জ্ঞান আছে, যা আমরা পালন করে থাকি। আমাদের সফলতাকে ধরে রাখার জন্য আমরা বিনিয়োগ করেছি উন্নত প্রযুক্তিতে, যার ফলে কর্মীরা অর্জন করেছে উন্নত শিক্ষা ও তথ্যগত প্রযুক্তি এবং এর ফলশ্রুতিতে আমরা জাতীয় এবং আন্তর্জাতিক নীতি মেনে চলতে পারছি। তাই আমরা আমাদের ক্রেতাদের সুলভ মূল্যে উন্নত মানের উৎপাদিত পণ্য সরবরাহ করতে পারছি।

- পিকক গার্মেন্টস এন্ড প্রিন্ট সামাজিক এবং পরিবেশগত লক্ষ্য অর্জনের জন্য একটি ধারাবাহিক পদ্ধতি অনুসরণ করে থাকে। যা আমাদের শ্রমিক-কর্মচারীগণ দায়-দায়িত্ব বহন করে থাকে।
- পিকক গার্মেন্টস এন্ড প্রিন্ট এ শ্রমিকরা স্বচ্ছ প্রণোদিত হয়ে কাজে আসে, কর্মক্ষেত্রে থাকে ঝুঁকিমুক্ত, এ কোম্পানী নিশ্চিত করে শ্রমিকদের উপযুক্ত পারিশ্রমিক, স্বীকার করে যে কোন সংগঠন বা সংঘবদ্ধ হবার বৈধ অধিকার, এবং শ্রমিক-কর্মীদের হতে দেয় না কোনরূপ লাঞ্ছনা/ বঞ্চনার শিকার।
- পিকক গার্মেন্টস এন্ড প্রিন্ট একটি বৈষম্যহীন পোষাক উৎপাদনকারী প্রতিষ্ঠান। এখানে বিভিন্ন ধর্মের, বর্ণের কর্মী একসাথে কাজ করে। কাজ করার দক্ষতার উপর ভিত্তি করেই শ্রমিকদের কাজে নিয়োগ করা হয়। এখানে সবার সমান অধিকার।
- পিকক গার্মেন্টস এন্ড প্রিন্ট জোর পূর্বক কোন কর্মীকে দিয়ে কাজ করায় না। এখানে অবাধে যে কোন কর্মী তাহার ব্যক্তিগত মতামত, পছন্দ, অপছন্দ ইত্যাদি প্রয়োগ করতে পারে।
- পিকক গার্মেন্টস এন্ড প্রিন্ট এ ১৮ বছরের নীচে কোন শিশু শ্রমিক নিয়োগ করা হয় না।
- পিকক গার্মেন্টস এন্ড প্রিন্ট এর সাধারণ কর্মঘন্টা হল প্রতি সপ্তাহে ৪৮ ঘন্টা, তবে ওভারটাইম সহ সপ্তাহে ৬০ ঘন্টার বেশী কাজ করানো হয় না। ওভারটাইম কর্মীর স্ব-স্বীকৃত অতিরিক্ত কর্মঘন্টা (বাধ্যতামূলক নহে)। আমরা আমাদের কর্মীদের সপ্তাহে একদিন ছুটির ব্যবস্থা করে থাকি।
- পিকক গার্মেন্টস এন্ড প্রিন্টের কর্মীদের সরকার ঘোষিত নূন্যতম মজুরীর নীচে প্রদান করে না। আমাদের লক্ষ্য হল যে, আমরা যে মজুরী দিয়ে থাকি সেটা দিয়ে যেন মৌলিক চাহিদা পূরণ করার পর ভবিষ্যৎ নিরাপত্তার লক্ষ্যে সঞ্চয় করতে পারে।
- পিকক গার্মেন্টস এন্ড প্রিন্ট কর্মীদের উন্নত কর্ম পরিবেশ স্বাস্থ্য, স্বাস্থ্যবিধি, পরিষ্কার পরিচ্ছন্নতা নিশ্চিত করে থাকে। নিয়মিত ভাবে মেশিন, যন্ত্রপাতি পরীক্ষা করা হয়, মেশিনে নিরাপত্তার জন্য আত্মরক্ষামূলক বিভিন্ন যন্ত্রপাতি নিশ্চিত করা হয়।
- পিকক গার্মেন্টস এন্ড প্রিন্টের অত্র প্রতিষ্ঠানে কর্মরত সকল শ্রমিক কর্মচারীর সম্পদ, এই কোম্পানীর সম্পদ রক্ষায় তারা সর্বদা সচেতন। এখানে তারা তাদের প্রতিনিধি নির্বাচন করতে পারে। যে কোন অভিযোগ, পরামর্শ তারা প্রতিনিধির মাধ্যমে ব্যবস্থাপনা কর্তৃপক্ষকে জানতে পারেন। ব্যবস্থাপনা কর্তৃপক্ষ আলাপ আলোচনার মাধ্যমে তা সমাধান কল্পে আন্তর্ভুক্ততার সাথে কাজ করে থাকেন।

পিকক গার্মেন্টস এন্ড প্রিন্ট এর উন্নত পরিবেশে উৎপাদন কার্যক্রম সম্পাদন করতে পেরে আমরা সর্বদাই গর্ব বোধ করি।



PEACOCK GARMENTS AND PRINT

Madrasha road, Vangnahati, Sreepur, Gazipur.

CODE OF CONDUCT

To ensure safe, clean and healthy work environment, Peacock Garments and Print adopts the following **CODE OF CONDUCT** prepared in light of the National laws & Regulations and in consideration of the compliance requirements of different **Customers.**

DISCRIMINATION:-

No discrimination is done on the basis of gender, age, sexual orientation, racial characteristics, cultural or religious beliefs during appointment or promotion of the workers in this factory. Workers are employed / promoted only on the basis of their ability and skill.

WORK HOURS/OVERTIME:-

Except special situation the workers work for 8 (eight) hours per day from 8.00 AM to 5.00 PM with 1 (one) hour (1.00 PM to 2.00 PM) lunch break. If needed the worker's may work overtime for maximum 2 (Two) hours per day – 12 (twelve) hours per week. **Overtime is not mandatory.**

WAGES AND BENEFITS:-

Wages and benefits of the workers are fixed on the basis of their skill, ability and attention to duty in compliance with the labor law of the Government. Monthly salary, over time and other benefits are paid to the workers at a time as per labor law.

CHILD LABOR:-

Child below the age of 18 years is NOT employed in the factory. Appointment of child labor is strictly prohibited in this factory.

PRISON LABOR/FORCFD LABOR :-

No worker is forced to work in this factory. They offer their services voluntarily under the supervision of their respective section heads.



PEACOCK GARMENTS AND PRINT

Madrasha road, Vangnahati, Sreepur, Gazipur.

HARASSMENT/PUNISHMENT:-

All the workers are treated with dignity and honor. No worker is subjected to corporal punishment, physical, sexual, psychological or verbal harassment.

WOMEN'S RIGHTS:-

All the women workers are treated equally with male workers. During appointment of women workers no pregnancy tests are done.

WORKERS FORUM

To maintain good relationship with the management and the workers and to solve any problem related to the workers, there exists a Workers Welfare Committee consisting of the workers nominated representatives and the management representatives. The Welfare Committee discusses the problems in their regular meeting and when needed the committee takes up the issues with the higher management for solution.

SAFE & HEALTHY WORK ENVIRONMENT:-

To provide safe, secured and healthy work environment, all the necessary measures-fire fighting equipments, required numbers of male & female toilets, arrangement for pure drinking water, on floor first aid facilities, medical services by full time registered doctor and nurse are ensured in this factory.