

SLICKSTITCH CODE OF CONDUCT AND BUSINESS ETHICS

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SLICK STITCH EMBROIDERY COMPANY LTD

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Slickstitch Code of Conduct and Business Ethics

Our mission is to be the world's most advanced apparel processor, forming strategic partnerships through innovation, technology and lean manufacturing. To achieve this we have to be the best business in our sector and our Business Management System is our vehicle to plan, manage and control our processes to ensure we meet our strategic, quality, health and safety and environmental objectives.

Slick Stitch Embroidery Company Ltd is committed to respecting the human rights of individuals in all aspects of its operations. We also recognise that we have an opportunity to ensure that human rights are understood and observed in the areas that we work. We are dedicated to providing a safe working environment in which we meet our obligations regarding health and safety, security, equality and diversity and to ensure that the respect and dignity of all our employees is adhered to at all times. Slickstitch avoids doing business with unlawful organisations. We expect that all employees, contractors, subcontractors adhere to these principles outlined in this policy.

Our commitment

We support the principles set out in the following international standards:

- UN Declaration of Human Right
- UN Guiding Principles on Business and Human Rights
- Core Conventions of the International Labour Organisation

Within our remit, we encourage others to support these standards and ask our suppliers to confirm compliance in their operations.

Slickstitch complies with local and national laws and regulations, aligning its values to the Ethical Trading Initiative (ETI) Based code The ETI based code is based on the International Labour Convention (ILO) and sets out the following principals which Slickstitch adheres to.

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. No child labour
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practised
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

The implementing of our practice we ensure compliance of our principles through our auditing standards such as SMETA SEDEX which is a condition of business to satisfy the

expectations of our customers. As a business, we operate in accordance to ISO standards 9001, 14001 and 45001 and are accredited to HACCP standards.

At the core of what we do, Slickstitch expects of its employees and stakeholders to operate with honesty, integrity and conduct themselves ethically. Employees must act and perform their duties by doing the right thing even when “no one is looking.” This includes acting responsibly in our relationships with shareholders and collaboration partners.

Who does it apply to:

This Code applies to everyone: the directors, heads of, managers, employees and independent contractors and its subsidiaries. In addition to our own compliance, all of us must ensure that those we manage, and those that we hire to work on behalf of Slickstitch in whatever capacity, comply with this policy.

Supply Chain

Slickstitch aims to competitively obtain its resources in order to deliver its services and aims to maintain positive working relationships with its suppliers and contractors. However, Slickstitch will not work with or purchase any goods or services from sources which violates human rights, safety or the environment and we expect that anyone that we work with, adheres to these same principles within their operations and supply chain.

Environment

The Directors, Management and Staff are responsible for Environmental Control through the Environmental Management System and are committed to the protection of the local and global environment. Slickstitch has its environmental impact at the forefront of their business and each year seeks to minimise its environmental impact. The Company is committed to minimising the impacts of our activities, products and services to meet and exceed the requirements of ISO 14001:2015.

Anti-Slavery

Slickstitch Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Conflicts of Interest

A conflict of interest may exist where the interests or benefits of one person or entity conflict or appear to conflict with the interests or benefits of Slickstitch. Your decisions and actions related to Slickstitch should be based on the best interests of Slickstitch and not based on personal relationships or benefits, either for yourself or for others. Slickstitch employees

must never use or attempt to use their position with Slickstitch to obtain improper personal benefits. Evaluating whether a conflict of interest exists can be difficult and may involve a number of considerations. We encourage you to seek guidance from your manager or HR if you have any questions or doubts.

If a SlickStitch employee or contractor that you are aware of an actual or potential conflict of interest, or are concerned that a conflict might develop, please discuss with your manager or HR before engaging in that activity or accepting something of value.

Anti-Bribery - Gifts, Entertainment and Improper Payments

A bribe is a financial or other advantage offered or given:

- To anyone to persuade them to or reward them for performing their duties improperly or;
- To any public official with the intention of influencing the official in the performance of their duties.

Accepting or giving entertainment or gifts that may be seen to influence business decisions is not acceptable. No Slickstitch employee shall offer, seek, give or receive, either directly or indirectly gifts or entertainment or other improper advantages for business or financial gain. If an employee is in any doubt as to whether they should accept an offer or gift, they should speak to their line manager. Any gift or hospitality given or received by an employee should be reported to their line manager.

Charitable Donations

Slickstitch is committed to making charitable donations in support of good causes. This is done without any business gain.

Compliance

Slickstitch strives to comply with all applicable laws and regulations. Slickstitch employees have personal responsibility to adhere to the standards and restrictions imposed by those laws and regulations, including those relating to financial and accounting matters. The same applies to policies we adopt, such as this one. Slickstitch fully complies with all anti-corruption laws of the countries in which we do business, in particular the U.K. Bribery Act 2010 and does not engage in any form of corruption or fraudulent business practices. For more information about the rules governing gifts, refer to our Anti-Bribery Policy. Any employee in breach of any Slickstitch policy or found to be involved in unethical business practices such as bribery or corruption will face disciplinary action.

Accurate Financial and Accounting Disclosures

Our Head of Finance, Group Management Accountant and those who perform similar functions are responsible for ensuring that disclosures in our periodic reports and other public communications are full, fair, accurate, timely and understandable and participate in financial audits.

Managing Compliance Accountability

Reported violations of this Code will be investigated and appropriate action taken. Any violation of this Code, including fraudulent reports, may result in disciplinary action. That disciplinary action may include termination of employment and legal proceedings if warranted. All employees, stakeholder or contractors must not expose, disclose or endanger information of customers, employees, stakeholders or our business.

Confidentiality

Any information that an employee or stakeholder is privy to must not be used for personal gain or for any other purpose other than that which it is intended for.

Community Involvement

Our operations may impact members of the community daily, this maybe through neighbours, employees, local businesses or residents. Slickstitch is committed to fostering and maintaining good relationships within the community that it operated in. It aims to offer employment within the local area supporting economic growth and will work with agencies to support people within the community back into work.

Reporting

If you have a concern regarding conduct that you believe to be a violation of a law, regulation or Slickstitch policy, or you are aware of questionable legal, financial or accounting matters please discuss the situation with your manager. If your manager is involved in the situation or you are uncomfortable speaking with your manager, contact the HR department. No employee will suffer any detriment as a result of raising genuine concerns, even if they turn out to be mistaken.

Ongoing Improvement

Slickstitch is an innovative organisation which believes in continual business development through research and development to improve efficiencies and minimise operator error.