

THE WHITE COMPANY
LONDON

THE WHITE COMPANY
SUPPLIER CODE OF CONDUCT

Our Commitment

The White Company (“TWC”) is committed to respect human rights, promote good labour standards, and uphold good environmental stewardship throughout our supply chains.

As a certified [B Corp™](#), and longstanding member of the [Ethical Trading Initiative](#) (“ETI”) for over a decade, we stand firm in our commitment and believe that business should be a force for good. We take our responsibility to respect human rights and the environment seriously, and we are taking action to reduce our impact on people and the planet.

TWC will only do business with suppliers, factories and extended supply chain partners who share this commitment to respect human rights, uphold good labour standards and practice good environmental stewardship in all facilities in which they operate.

The White Company Supplier Code of Conduct

The White Company has long adopted the [Ethical Trading Initiative](#) (“ETI”) [Base Code](#) as its Supplier Code of Conduct, which outlines our expectations regarding the conditions in which TWC products should be produced. The ETI Base Code is founded on the conventions of the [International Labour Organisation](#) (“ILO”) and is an internationally recognised code of labour practice.

TWC is taking action to reduce its impact on people and the planet, and we expect our supply chain partners to do the same. We will only do business with our supply chain partners (including suppliers, factories, authorised subcontractors and extended supply chain partners) who share our commitment to respect human rights, uphold good labour standards and practice good environmental stewardship in all facilities in which they operate.

The TWC Supplier Code of Conduct applies to all suppliers, factories and authorised subcontractors, as well as extended supply chain partners (who are involved in the production of TWC products through lower tiers of the supply chain).

It is the responsibility of our supply chain partners to ensure that the *TWC Supplier Code of Conduct* is fully communicated down their supply chains and adhered to by all production facilities. All parties must be able to demonstrate conformity with the *TWC Supplier Code of Conduct*.

Where national laws of the countries in which our suppliers, factories and authorised subcontractors, as well as extended supply chain partners operate be over and above, or supplement, the *TWC Supplier Code of Conduct*, these must be adhered to, and visibility of these laws communicated openly with TWC.

All suppliers, factories and authorised subcontractors, as well as extended supply chain partners supply chain partners should familiarise their workers with the *ETI Base Code* and display a copy in their local language within each production facility in a place visible and accessible to workers. The *ETI Base Code* can be downloaded by clicking [here](#) or following this URL, <https://www.ethicaltrade.org/eti-base-code>.

TWC regularly monitors the conformity of the *TWC Supplier Code of Conduct* with its suppliers, factories and authorised subcontractors, as well as extended supply chain partners, through its third-party audit programme. Should any non-compliance be found, the supplier and its supply chain partners will be required to remediate the issue in a proactive, timely and collaborative manner.

1. Employment is freely chosen

- 1.1. There is no forced, bonded or involuntary prison labour.
- 1.2. 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

- 2.1. Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2. The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3. Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4. 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 are safe and hygienic

- 3.1. A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2. Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- 3.3. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5. The company observing the code shall assign responsibility for health and safety to a senior management representative.

4. Child labour shall not be used

- 4.1. There shall be no new recruitment of child labour.
- 4.2. Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labour" being defined in the appendices.
- 4.3. Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- 4.4. These policies and procedures shall conform to the provisions of the relevant ILO standards.

5. Living wages are paid

- 5.1. Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- 5.2. All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

- 5.3. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

6. Working hours are not excessive

- 6.1. Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. 6.2 to 6.6 are based on international labour standards.
- 6.2. Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week*
- 6.3. All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.
- 6.4. The total hours worked in any 7 day period shall not exceed 60 hours, except where covered by clause 6.5 below.
- 6.5. Working hours may exceed 60 hours in any 7 day period only in exceptional circumstances where all of the following are met:
- this is allowed by national law;
 - this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce;
 - appropriate safeguards are taken to protect the workers' health and safety; and
 - the employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.
- 6.6. Workers shall be provided with at least one day off in every 7 day period or, where allowed by national law, 2 days off in every 14 day period.*

*International standards recommend the progressive reduction of normal hours of work, when appropriate, to 40 hours per week, without any reduction in workers' wages as hours are reduced.

7. No discrimination is practiced

- 7.1. 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

- 8.1. To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- 8.2. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-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 shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

9. No harsh or inhumane treatment is allowed

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