

Amo[®] couture

STAFF, SUPPLIERS & MANUFACTURERS
CODE OF CONDUCT
AMO COUTURE LIMITED



2019

ETHICAL TRADE POLICY

CODE OF CONDUCT

At AMO Couture we are as passionate about the ethics behind our brand as we are to the front end glamour that we portray within the fashion arena.

As we continue to grow we have applied fundamental steps inline with The Ethical Trade Initiative (ETI) which identifies how we as a business and our suppliers and manufactures conduct business(s). Our policy has been shared with all parties who must acknowledge and co-operate with our guidelines to ensure our standards are maintained.

We recognise the importance of ethical trade through all stages of our production to in house requirements and before engaging with any new suppliers we request the follow documentation to be acknowledged and signed.

AMO Couture expects its suppliers to be in full compliance with the regulations we set before them and also within the country which they operate within as well as the protection and preservation of the environment.

Our suppliers as above are constantly encouraged where possible to be environmentally aware and we are always looking at ways to minimise our carbon footprint with combined supplier freight and the use of recycled materials



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1. Employment is freely chosen

All employees of all of our suppliers must be free to leave their employer after a reasonable notice period.

They must not be forced to work, held against their will or unduly retained within the working environment after their agreed daily hours.

2. Child Labour

Under no circumstances can any form of child labour be tolerated and all suppliers must have sufficient policies in place to ensure that this is not the case. Failure to adhere to this significant point will result in a termination of agreement to supply or produce for the AMO Couture brand. Furthermore, children can not be employed in line with legislation set by guidelines in the country laws.

3. Freedom of Association and the right to collective bargaining are respected

All employees of all manufactures and suppliers of AMO couture must ensure that each and every member of staff has the right to freely join unions or follow their own beliefs. There will be no toleration for discrimination in any form for any person in the supply chain working towards AMO Couture items.

4. Working Conditions Safe and Hygienic

A safe and hygienic environment for all workers at suppliers and manufactures is a pre-requisite to be able to work for the brand. Adequate steps shall be taken to ensure safety for all workers and further steps taken to minimise any accidents. Where dangerous machinery is relevant workers will be fully trained under the arrangement and supervision of the “ supplier or “ manufacture”

5. Living Wages are paid

Wages and benefits for the employees must meet the minimum national standard as laid out by the government in that country.

6. Working hours are not excessive

Working hours must be limited to the national standards or industry standards whichever gives greater protection to the employees. Excessive over work will not be tolerated in our



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7. Discrimination

There will be no discrimination on the basis of race, origin, religion, disability, gender, marital status, sexual orientation or as above in point (3) no discrimination for any union membership or political affiliation.

8. Regular Employment

We adopt a principle that all staff of all of our suppliers and manufacturers are entitled to regular employment with a regular wage. In line with our guidelines and the country the supplier is within, they must abide by national laws and practise. We expect equality for all members of staff and for each individual to be given regular, repeat employment.

9. No harsh or inhumane treatment is allowed

Physical abuse, mental abuse, verbal abuse, sexual or other harassment is prohibited and shall not be tolerated to any members of staff working within/for our suppliers or manufacturers.

Our suppliers / manufacturers acknowledge our code of conduct in its entirety by means of signatory past to the board of directors at AMO Couture (it is available in other languages) and accept their responsibility as a supplier to AMO Couture of the protection and working environment for all involved parties listed within our Ethical Trade Policy / Code of Conduct

This document also makes our suppliers and manufacturers accountable, where applicable, to their own supply chain network

Signed on behalf of AMO Couture



AMO Couture Limited 2019

Date:

4th March 2019

Signed on behalf of the Manufacturer

Business Name

Address:

Date:
