

sessùn

## Charter of Ethics

- 2023 -



***Sessùn is a dynamic company built around four core values: authenticity, the power of human encounters, the dedication to one's craft and a collective commitment. We create and manufacture clothes with the intention that they be as respectful as possible of people and the environment, while promoting know-how and virtuous and sustainable economic circuits.***

We are particularly mindful in selecting our suppliers, whose practices must be compatible and consistent with our commitments. We consider them to be real partners with whom to undertake careful commitments in order to meet the challenges of the current context, whether social, economic or environmental.

The purpose of our ethical charter is to clearly state to our suppliers and our own employees the basic principles governing the way we conduct our business. By clearly stating these principles, this charter establishes, in a non-exhaustive way, the points that all our suppliers as well as their subsidiaries and subcontractors agree to respect.

It testifies to a community of values and commitment and is part of a continuous improvement process. In this sense, any practice that is not in accordance with this charter must evolve and be handled with the utmost diligence. To jointly strive for a harmony of practices, Sessùn will always be available to listen and seek to understand the issues of its partners in order to jointly find solutions adapted to the development capabilities of each.

For its part, Sessùn is committed to developing and maintaining fair relationships with its suppliers and to ensuring their fair treatment. The main goal is to build long-term relationships, in order to create strong and rich partnerships, based on trust and respect.

In this perspective, Sessùn would like to remind that no practice or attempt of corruption will be tolerated.

## **1. Scope of application & commitment**

This charter applies to all our partners, as well as to their subcontractors and suppliers involved in the production of Sessùn products. It is imperative that it be communicated to and accepted by all parties involved in the value chain, as Sessùn cannot permit any practice that contradicts its principles to be carried out in its name.

In order to ensure that the principles set out below are respected and properly implemented, the partners undertake to set up effective management, verification and monitoring systems. They must be able to demonstrate compliance with the requirements of the charter at any time upon request by us or a sworn third party. Information must be clear, free of manipulation and provided in a transparent manner so as not to intentionally mislead.

This charter of ethics takes effect as of January 2023 and replaces all previous documents. It may be modified at a later date, giving rise to an amendment that must be signed and returned to the company.

Any non-compliance or breach of the principles set out in this charter may lead to a breach of contract between Sessùn and its supplier, if they are not resolved.

The signature of this charter is considered as full and complete acceptance and cannot be questioned.

If, for any reason, the supplier wishes to withdraw from the contract, they must notify Sessùn immediately with acknowledgement of receipt. In this case, Sessùn reserves the right to cease all commercial relations.

## **2. Regulations, laws and ICS standards**

Suppliers, regardless of their status in relation to Sessùn, must respect all laws and regulations in force inherent to their activity and to the country in which they are established.

In the event that a subject mentioned in this charter is also covered by a national or international regulation



or law, or in the same sector of application, the highest standard offering the highest protection of workers, animals or the environment must be applied without restriction. Sessùn is a member of the ICS (Initiative for Compliance and Sustainability) and is in full agreement with its principles. In effect, once a supplier has been audited according to the ICS standards, and in cases where these standards are more demanding than the principles followed until now, the supplier must agree to them and follow the stated Corrective Action Plan to comply with them.

### **3. Subcontracting & working from home**

Sessùn does not authorize the hiring of subcontractors without its prior approval. Any part or totality of a production that intends to be entrusted to a supplier who is not approved or known by Sessùn must be reported. Sessùn reserves the right to refuse a production that has been subcontracted to a third party without its approval.

A direct supplier of Sessùn must undertake and guarantee the working conditions, treatment and infrastructure of its subcontractor/s, insofar as they are in accordance with the present charter. The direct supplier is fully responsible for such practices.

In the same way, Sessùn requires its suppliers wishing to use home-based work to inform it in advance in order to obtain its agreement. The list of persons, the tasks to be performed and the products concerned may also be requested by Sessùn and must be available.

### **4. Child labor**

Sessùn is unconditionally opposed to child labor.

While we recognize that the financial supplement provided by the work of the youngest children is sometimes vital to the survival of families, we require our suppliers to employ only workers who have reached the legal age in force in the country or, if lower, at least sixteen years old. Any person under the age of eighteen must be employed in full compliance with all applicable legal limitations. They must be kept away from any potentially dangerous work, night shifts or any task that could harm their development and physical and mental health.

Under no circumstances should attendance at the workplace for training or apprenticeship be at the expense of education or school attendance.

### **5. Forced labor**

Sessùn has zero tolerance for forced labor, human trafficking or any form of slavery.

It is therefore strictly forbidden to make a person work under any form of coercion or threat, whether physical, psychological, judicial or other. The employer may not require any deposit from his employees and may not whatever the case retain them following the expiration of a legal notice period.

Similarly, under no circumstances may employees be asked to entrust their employer with all or part of their wages, property or papers. In the case of papers (identity / travel documents), only a copy may be required.

### **6. Equal rights & freedom of association**

Each employee must be treated with equality and dignity, in the respect of his or her rights and person. No form of discrimination, whether racial, ethnic, religious, age, gender or parental, will be tolerated. Similarly, no form of abuse or use of force will be accepted, nor will any form of harassment.

Any sanctions or disciplinary measures that may be necessary must be taken in accordance with national and international standards and must be justified in every respect.

The right of employees to form associations or organizations to pursue their interests must be fully respected. Every worker must be free to join the structures or unions of his or her choice without interference from the employer. No action taken which violates the freedom of association or which is intended to impair the ability of workers to assert or negotiate collectively for their rights shall be permitted.



## 7. Working hours & overtime

Working hours, breaks and vacations shall be in accordance with national legislations and ILO (International Labor Organization) conventions. In which the most favorable standard for employees in terms of protection, health, safety and welfare must always prevail. In effect, the weekly working time, excluding overtime, shall not exceed 48 hours. Overtime must be voluntary, must not be regularly scheduled and must be paid at a premium rate. Overtime must not exceed the limit set by local law or, if no limit is set, must not exceed 12 hours per week. Employees must have at least 24 consecutive hours off after a maximum of 6 consecutive days of work. They must also be entitled to paid annual leave and to the local and national holidays provided for by the legislation in force.

## 8. Remuneration & sanctions

Wages paid to employees must be at least equal to the country's minimum wage, industry standard or collective labor agreement, whichever is more advantageous to the employees.

If there is no official minimum wage, the supplier must pay its employees a decent standard of living to meet their basic needs and those of their families. Overtime must be paid at the prevailing standard. If no legislation exists, overtime must be at least 125% of normal hours.

Transportation, meal and other allowances, as well as vacation and holiday pay, must meet legal standards.

In all of these areas, where there is a discrepancy between international, national or local laws, the most advantageous or beneficial standard to the employee shall be applied.

Any form of conditional payment, improper withholding or deduction of wages as a disciplinary measure is strictly prohibited. In addition, each disciplinary measure must be motivated, justified and recorded in writing.

## 9. Health & safety

Employees must be provided with a safe and wholesome workplace that meets all applicable health and safety standards and regulations.

Where housing is provided for some or all employees, it must be clearly separate to the workplace and must meet the requirements of decency, cleanliness and safety.

All such facilities must be adequately lit and ventilated, and provide free access to drinkable water and decent sanitation facilities, in sufficient numbers to cover the needs of all employees.

Clear procedures and monitoring systems must be in place, both to ensure the compliance of buildings, facilities and infrastructure and to guarantee the detection and prevention of any potential hazard. Employees must be sufficiently and repeatedly trained and informed about all applicable measures and regulations. Promotion and prevention of health, safety and injury prevention should be implemented to the maximum extent possible.

The supplier must equip employees at its expense with all equipment necessary for their protection in the performance of their duties. No deductions from wages for equipment will be tolerated.

Hazardous substances must be handled under optimal conditions by trained and equipped employees only. They must be clearly labeled and translated into all languages spoken in the company. They must also be treated in accordance with the regulations and never be released into the environment.

## 10. The Environment

The preservation of the environment being a major stake and a cause which Sessùn is particularly concerned about, we want our partners to share its importance and to adopt with us a continuous improvement approach in order to limit the impacts of their activities. We will always be keener to work with a partner committed to reducing its impacts and will encourage partnerships bound by a genuine desire for continuous improvement of practices.

Our suppliers must comply with the laws and regulations in force in their country of domicile, including but not limited to air quality, respect for biodiversity, air emissions, water management and quality, waste management, recycling and reuse, and energy efficiency. They must also pursue targets for reducing impacts and consumption



in all these areas, as well as their overall pollution levels.

In order to monitor and evaluate the achievement of these goals, the supplier is expected to measure its impacts (energy and water consumption, wastewater discharge and management, waste generation, management of chemicals and hazardous substances) and to implement a documented and effective environmental management system.

Where local environmental requirements are less stringent than European requirements, our suppliers must undertake to comply at minimum with European standards, in particular the REACH regulation. It is expected that the finished products comply with the requirements of the country where they will be sold.

## 11. Raw materials, traceability & certificates

The subject of origin, quality and traceability is a critical issue for Sessùn and is fully in keeping with its global approach to improving practices. We expect our partners to be able to guarantee the origin of the products they use (including accessories and raw materials) and to provide us with complete transparency on the entire supply chain, either directly or through a mandated third party.

Non-renewable natural resources must be managed with the utmost care and efficiency. Sessùn requires a formal commitment from its partners not to use, under any circumstances, raw materials from protected animal or plant species, or from illicit or illegal practices. Similarly, Sessùn firmly prohibits sourcing from countries or regions where fundamental rights are not respected or which encourage terrorism.

I, the undersigned ....., in my capacity as ....., acknowledge having received and read Sessùn's Code of Ethics and undertake to respect its terms and conditions.

Your signature,

Place and date

