



Aditya Birla Fashion and Retail Limited

Vendor Code of Conduct Policy

Aditya Birla Fashion & Retail Limited Code of Conduct elucidates the basic requirements that all factories, suppliers and sub-contractors must meet in order to do business with Apparel and Retail. The Code is based on national laws and internationally accepted labor standards including ETI (Ethical Trading Initiative), ILO's core conventions (International Labor Organization) SA 8000, and National Voluntary guidelines.

All ABFRL Suppliers must adhere to the below points:

1. The factory meets the national legal requirements to operate

All requisite permissions and permits required as per The Factories Act 1948 should be available at the factory.

2. Child Labor shall not be used

There shall no employment of children in the factory as per law of Land.

3. Employment is freely chosen

Employment is voluntary in nature.

4. No harsh or inhuman treatment is allowed

Harassment or any form of abuse (physical, mental or verbal) is not tolerated at the workplace.

5. Working Hours are not excessive

The working hours comply with the national laws for greater protection to ensure the health, safety and welfare of workers.

6. Regular employment is provided

Workers are ensured legal contracts for employment.

7. No Discrimination is practiced

All workers are treated with respect and dignity.

8. Health and Safety

The factory provides safe and clean conditions for all workers and follows a clear set of procedures regulating occupational health and safety.

9. The Environment

All local and national environmental regulations shall be complied with.

10. Social Responsibility

The factory respects the interest of, and is responsive towards all stakeholders, especially those who are disadvantages, vulnerable and marginalized.

11. Freedom of association and the right to collective bargaining are respected

Workers are free to join associations of their own choosing and bargain collectively.

Ashish Dikshit

Date: 1st June 2019

Managing Director