

Supplier Code of Conduct

Social & Environmental
Expectations

BAM
BAMBOO CLOTHING

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Introduction

Becoming impact positive means looking all the way to the beginning of our supply chain. Impact positive means considering how every single process and practice involved with producing our products impacts people and the environment.

To meet our goal of zero impact by 2030 – to become truly impact positive – we maintain this Supplier Code of Conduct to establish and manage expectations with all our Suppliers. We consider this code as essential to achieving our mission.

We are proud partners of the Fair Wear Foundation, which is committed to improving the lives of garment industry workers. All suppliers are expected to conform with the Fair Wear code of labour practices and those set out by the International Labour Organisation and the United Nations Universal Declaration of Human Rights. This document represents our expectations for all our Suppliers.

We manage our social and environmental impacts through this code of conduct and our purchasing policies more generally. We acknowledge the importance of our own purchasing practices in supporting and enabling improved working conditions, the implementation of living wages and reduction of negative environmental impacts. To make this a more formal commitment we are beginning to align our purchasing practices with the Common Framework being developed by the Fair Wear Foundation and other ethical trade organisations.

BAM recognises that existing Suppliers may not be compliant with some aspects of this code upon first introduction. We are committed to working with each Supplier to develop plans and set targets, and to help them achieve and maintain adherence with this code.

BAM takes this code seriously and it is a foundation of how we do our business. We take any violation seriously. In the event a Supplier or their suppliers violates an aspect of this code we will work with the Supplier to remediate the violation. If the Supplier is unable to remediate the violation, BAM may elect to terminate the relationship. However, BAM is committed to working collaboratively with our Suppliers and termination will be our last action.

We appreciate each Supplier and the contribution they make to the success of our company and are excited to use this code to make our collective businesses successful.

We expect a lot from our Suppliers, and they can expect a lot from BAM. We will collaborate and partner directly and effectively in all aspects of our relationships. BAM will be transparent, share best practices, work together to find creative solutions, and apply these same codes to our own business.

Getting to impact positive requires all of us to work together and we are excited for our partnership to get there.

General Provisions

Honesty & Transparency (HT)

BAM acts in good faith and with integrity and we expect the same from our suppliers. All suppliers must provide transparency into their processes and share information about materials, chemicals, and other aspects of their operations.

- HT1.** BAM and our Suppliers will treat all information shared with each other as confidential and neither party will share or publish information without the express permission of the other.
- HT2.** Suppliers will make all their business operations and processes transparent to BAM will not make changes to their operations, factory floor, or other conditions in advance of any visit.
- HT3.** Suppliers will give BAM and selected third parties access to their facilities with 24-hour prior notice for the purpose of auditing and verifying compliance, or to support certifications..

Compliance (CO)

Suppliers must comply with all local laws and regulations related to employee treatment, environmental impact, and community engagement along with BAM's standards and requirements. Violations of local and applicable international laws or BAM's standards and requirements may result in termination of the relationship.

- CO1.** Suppliers will abide by and conform with all relevant and applicable laws and adhere to whichever laws, standards, and requirements are the most stringent.
- CO2.** Suppliers will notify BAM within 5 days of any violations of this code.
- CO3.** Suppliers will actively and immediately remediate any violation of this code and update BAM on the status of any remediation until the violation is fully resolved.

Subcontracting (S)

Our partners must receive approval from BAM before entering into agreements with other companies. This ensures we maintain our commitment to quality and positive impact.

- S1.** Suppliers must obtain BAM's approval before entering into agreements with companies that will provide materials or manufacture components of BAM's products.
- S2.** Subcontracted companies must adhere to this code of conduct and BAM's commitments to quality and positive impact.
- S3.** BAM reserves the right to decline working with any subcontractor proposed by our Suppliers.

BAM believes in the basic human rights for all people, not just a select few. To ensure that employees across our supply chain are treated fairly, and with dignity and respect, BAM requires all Suppliers adhere to Fair Wear Foundation's Code of Labour Practices:

The Code of Labour Practices is based on the conventions of the International Labour Organisation (ILO) and the Universal Declaration on Human Rights. In the text below, references are made to specific conventions. Where clarifications of ILO Conventions are required, FWF follows ILO Recommendations and existing jurisprudence.

- P1.** Employment is freely chosen. There shall be no use of forced, including bonded or prison, labour. (ILO Conventions 29 and 105)
- P2.** There is no discrimination in employment. Recruitment, wage policy, admittance to training programmes, employee promotion policy, policies of employment termination, retirement, and any other aspect of the employment relationship shall be based on the principle of equal opportunities, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, social origin, deficiencies or handicaps (ILO Conventions 100 and 111).
- P3.** No exploitation of child labour. There shall be no use of child labour. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years." (ILO Convention 138) "There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour. [...] Children [in the age of 15-18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals." (ILO Convention 182).
- P4.** Freedom of association and the right to collective bargaining. The right of all workers to form and join trade unions and bargain collectively shall be recognised. (ILO Conventions 87 and 98) The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions. (ILO Convention 135 and Recommendation 143)
- P5.** Payment of a living wage. Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. (ILO Conventions 26 and 131). Deductions from wages for disciplinary measures shall not be permitted nor shall any deductions from wages not provided for by national law be permitted. Deductions shall never constitute an amount that will lead the employee to receive less than the minimum wage. Employees shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.
- P6.** No excessive working hours. Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate. (ILO Convention 1)

- P7.** Safe and healthy working conditions. A safe and hygienic working environment shall be provided, and the best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimise health risks as much as possible (following ILO Convention 155). Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer is strictly prohibited.
- P8.** Legally binding employment relationship. 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 arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger workers shall be given the opportunity to participate in education and training programmes.

Carbon

Reducing our overall carbon footprint is a high priority. Our first step to achieve that goal is our engagement with Green Story to measure our own emissions. The second step is collaborating with our suppliers to reduce their emissions, which are a significant part of our overall carbon footprint.

- C1.** Suppliers will develop a working plan with incremental improvements to reduce their carbon emissions.
- C2.** Suppliers will collaborate with BAM in setting targets, creating plans, and developing processes to reduce their carbon impacts.
- C3.** Suppliers will share their progress towards their plans at a frequency agreed upon between BAM and each Supplier.
- C4.** Suppliers will provide all data requested by BAM to assist in evaluating their carbon emissions and overall carbon footprint of BAM products.

Chemicals

As a friend of the ZDHC (Zero Discharge of Hazardous Chemicals) Foundation, we support their work to improve chemical governance and we use their Supplier to Zero program to give our suppliers tools to help them eliminate harmful chemicals, reduce chemical pollution, and mitigate impacts to employee health.

- CH1.** Suppliers will have plans to eliminate the use of harmful chemicals, specifically those in ZDHC's Manufacturing Restricted Substances List (MSRL), throughout their supply chain.
- CH2.** Suppliers will share details of every wet processor in their supply chain and aid BAM in onboarding them onto the ZDHC Gateway.
- CH3.** Wet processors will work with BAM to ensure that all relevant fields are completed on the ZDHC Gateway to score as highly as possible in the Good, Better, Best framework which can be found in BAM's Fibre Sourcing Strategy & Requirements.
- CH4.** This process is expected to be a journey of continuous improvement and as a partnership between BAM and our Suppliers.

Environmental Management (EM)

For BAM to have zero impact on the environment by 2030, we need the support of our suppliers. In addition to developing our carbon reduction strategies, we are working with our suppliers to help them actively reduce their own environmental impacts. This includes measuring impacts such as waste, water use and discharge, air pollution, carbon emissions, and impacts to land and biodiversity.

- EM1.** Suppliers will identify their material environmental impacts using an existing framework or (i.e., GreenStory, Higg FEM, ISO 14001, etc.) or a methodology approved by BAM, and provide environmental impact data and other information to BAM upon request. A certification satisfies this requirement but is not necessary for compliance.
- EM2.** Suppliers will share data related to their material environmental impacts.
- EM3.** Suppliers will provide all data related to their environmental impacts to support BAM's work with Green Story. This may include a requirement that Suppliers upload and maintain their profile information to the Green Story platform.
- EM4.** Suppliers will maintain plans, establish targets, and use an environmental management system to reduce and mitigate all aspects of their environmental impacts.
- EM5.** All waste and discharge (e.g., water and air) will be managed in the most responsible way possible to minimise environmental impacts and in accordance with applicable laws.

Fibre Sourcing (FS)

We have a fibre sourcing strategy that includes using low-impact fibres and materials to make our products, reducing waste, and increasing the end-of-life recyclability of our products. Our suppliers are a key part of this collaborative process to improve our products and reduce environmental impacts.

- FS1.** Suppliers will adhere to BAM's fibre sourcing strategy, details of which can be found in our [Fibre Sourcing Strategy & Requirements document](#).
- FS2.** Suppliers will provide all data and other information to demonstrate their compliance with BAM's fibre sourcing strategy and support BAM's work with Green Story.
- FS3.** Suppliers will maintain BAM-approved fabric specifications (including technical & supply chain information) for each fabric quality and will submit updated specifications for approval before any changes are made to technical details or supply chain.
- FS4.** Where applicable and appropriate, Suppliers will consider obtaining certifications or completing audits that demonstrate their commitment to sustainability and compliance with BAM's fibre sourcing strategy and their work towards being impact positive.
- FS5.** Suppliers will adjust their sourcing and/or suppliers if needed to meet BAM's impact positive goals and objectives.

Traceability (T)

All suppliers must be able to trace all inputs into processes and finished goods through the entire supply chain. Transparency is a significant component of traceability, and we work with suppliers to collect data to inform our analysis of our environmental footprint.

- T1.** Suppliers will have traceability to the raw material source, not just traceability to their direct supplier.
- T2.** All suppliers must adopt policies and procedures, including tracking and training, to facilitate transparency and traceability throughout their supply chain.
- T3.** Suppliers will provide all data requested by BAM to assist in mapping the entire supply chain and support our work with Green Story.
- T4.** Suppliers must obtain BAM's approval before any changes in the supply chain are made.