

SL Garment Processing (Cambodia) Ltd

Code of conduct

SL conducts its business in a manner that respects the environment, people and the law. It aspires to continuously improve the working environment and welfare of its workers. It adheres to the following principles:

1. Legal Requirements-

Compliance with the laws and other local regulations is a matter of course.

2. Environment-

Our interest in the environment goes beyond the mandates of governmental regulation. Our vision is to create a culture in which environmental excellence is second nature. SL is committed to the continuous review of environmental issues affecting or affected by the production and associated with property development. It adopts a pro-active approach for environmental management, incorporating the environment as an integral part of every business activity where it has influence and control. In doing so, it seeks to develop a system for managing the same based on economically practicable environmental standards. Our operations place a high priority on waste minimization, recycling, reuse programs and pollution prevention. We continuously improve the environmental friendliness of our products and procedures so that they meet industry standards and applicable regulations.

3. Employment-

SL values the diversity of its workforce. SL's approach to diversity is defined by inclusiveness, respect and fostering a culture that allows each individual to contribute to his or her fullest potential.

Using forced labor is officially banned. Working for SL must be on voluntary basis. We do not tolerate child labor, and we ensure that every worker meets the minimum legal age requirement. We are very strict about enforcing this policy.

4. Anti-Discrimination-

SL is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment, including sexual harassment. All employment and procurement decisions at SL are based on company needs, job requirements and individual qualifications, without regard to legally protected characteristics such as race, color, religion, national origin, gender, age, disability, sexual orientation, marital status, past or present military service or any other status protected by the laws or regulations in the locations where we operate. SL will not tolerate discrimination based on any of these characteristics nor harassment of any of our employees.

5. Working conditions and Working Hours

We do adhere to laws regulating wages, hours and working conditions.

6. Health and Safety-

SL is highly committed to ensuring the health, safety and welfare of its employees. SL shall comply with all occupational health and safety legislations and provide all employees with a safe working environment.

The safety of customers, the public, contractors and employees is an absolute pre-requisite of all our operations. SL is committed to maintaining a climate of safety awareness and employing management systems that will lead to continuous improvement in safety performance. Safety is everyone's responsibility at all times and affects everything that we do. It is an integral part of SL's business strategy. Each member of staff has a duty to protect customers, the public, contractors and other employees of SL. Nothing is too important to preclude the consideration of safety. SL shall continuously maintain and review the existing equipment to ensure safety and efficiency.

7. Freedom of Association-

The freedom of association will protect one's membership in any organization that is not involved in criminal activity. It lets one to establish the right of all workers and employers to form and join organizations of their own choosing and the free functioning of organizations without interference. Employees of SL shall have a protection against acts of anti-union discrimination in respect to their employment, both at the time of entering employment and during the employment relationship.

8. Community Involvement-

Being the biggest Laundry factory in Cambodia, SL supports charitable activities where feasible through charitable donations without making any political contribution for the purpose of seeking improper advantages.

If you have questions about a Code provision or are unclear about a particular course of action, you should use the many resources that are available to you for assistance.

Tel: 855-23-424883/ 424586 Facsimiles: 855-23424468/ 424463

Web site: www.slcambodia.com , E-mail: info@slcambodia.com