



# Associated Clothings Company, India

Manufacturers and Exporters of Home Textiles

# 405 Vaiyapuri Nagar  
Second Cross  
Karur 639002 INDIA

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www.acctextiles.in

+91 95008 90999

## Code of Conduct for Social Compliance & Ethical Standards

We undertake to ensure

### ***Child Labour***

Employment of children in any form is strictly prohibited. All applicable laws relating to child labour including employment, Wages, Working hours, Overtime and Working Conditions Shall be complied with. Business partners and suppliers shall employ only those workers, who meet the minimum age criterion of 14 years. Further, workers below 18 years of age should not be employed in hazardous conditions.

### ***Forced Labour***

All forms of forced and bonded labour are prohibited including compulsory overtime. Workers should be able to voluntarily end their employment without any restrictions. Any restrictions on employees to voluntarily end their employment, such as excessive notice periods or substantial fines for terminating their employment contracts, are prohibited.

### ***Harassment & Abuse***

Employees should be treated with respect and dignity and should not be subjected to any form of physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation.

### ***Discrimination***

Employees should not be subjected to discrimination in employment, including hiring, sexual orientation compensation, promotion or discipline, on the basis of gender, race, religion, caste, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, social or ethnic origin or other status protected by law.

### ***Freedom of Association and Right to Collective Bargaining***

The rights of employees to lawfully Associate or not to associate with groups of their choosing shall be respected, as per applicable laws. The right of employees to engage in collective bargaining as permissible bylaw shall also be recognized.

### ***Regular Employment***

To every extent possible work performed should be on the basis of recognized employment relationship established through national law and practice.

### ***Wages & Benefits***

Employees should be paid in a timely manner and at a rate not less than the minimum wage as required by State & Regional laws. Employees should also be provided with legally-mandated benefits, including holidays and leaves, and statutory compensations at the time of ending employment. There should not be any disciplinary deductions from their pay.

### ***Working Hours***

The duration of working hours including overtime shall not exceed 60 hours per week. Suppliers should comply with applicable laws governing regular working hours and overtime hours. All overtime hours are voluntary and should be compensated as per legal requirements. Employees should be provided with at least 24 consecutive hours of rest in every 7 day periods.



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## *Health Safety*

Employees Should be provided with safe and healthy working conditions including first aid, fire safety, emergency evacuation and other basic requirements such as canteen /dining area, drinking water, sanitation etc.

## *Environment*

Environmental initiatives are considered an integral part of responsible manufacturing. Reasonable measures should be taken to avoid any adverse impact on human health and/or the environment by avoiding or minimizing pollution from manufacturing activities , and promotion sustainable use of such resources as energy and water.

## *Compliance with Local Law*

Business partners & Suppliers shall comply with all local and national laws and regulations of the jurisdictions in which the suppliers are doing business as well as the practices of their industry. Business partners and suppliers shall further work with suppliers who are committed to meeting required standards as per local & national laws.

## *Business Integrity, Anti Bribery*

Business must be carried out with a high degree of ethics, honesty and fair dealings; ensuring staff is familiar with supporting Guidelines and does not engage in threats, bribery or corruption practices. The offering, paying, soliciting or accepting of bribes or kick-backs, including facilitation payments, is strictly prohibited.

*M.Srinivaasan*

*CEO*

*Associated Clothings Company*

*Karur*

*India.*