



ETHICAL COMPANY POLICY

Introduction

Intersocks is a world-leading socks developer and marketer, specialised in high-tech, quality technical socks. Our unmatched ability in the production, development and branding of sports and outdoor socks is attributed to years of unrivalled experience, passion and knowledge within the industry.

As an international acting company, the assurance of and adherence to Human Rights, Core Labour Standards of the International Labour Organisation, OECD Guidelines and applicable national laws is our entrepreneurial responsibility for all who take part with their work and who are the reason behind our success.

Intersocks is committed to implement and act by social, ethical and environmental standards. Therefore we have implemented the SA8000 Management System and its certification. Moreover, because we are conducting our business by the mentioned standards, we expect nothing less from all our stakeholders. We are trying to influence changes in our supply chain through supplier monitoring and helping our suppliers to improve the social, economic and environmental conditions at their facilities.

In addition, we are committed to informing all of our employees of our policy and position on SA 8000 standard. Going forward all new employees are trained and throughout the year, we try to educate all through emails, postings, message board etc.

Our commitment

1. We protect children and young workers

Intersocks group does not engage nor support integration of children in work process. We do not employ persons under the age of 16. Any form of exploitation of children is strictly forbidden.

We have established age verification mechanism that is included in recruitment process. If it might happen that children are found to be working, we have also established a procedure for remediation of child labour, financial, and social support to enable such children to attend their schooling programs.

We may employ young workers, between ages 16 and 18, but only for work outside of school hours if they are obliged to compulsory education. The total of school, transportation and work time of a young worker may not exceed 10 hours per day. Under no circumstances, will young workers work more than 8 hours per day nor will they work during the night. We are providing special protection of young workers against working conditions that might affect their health, safety, morals and development.

2. We oppose forced labour

We do not support any kind of forced, bonded, non-voluntary or any similar kind of labour.

Under no circumstances, are employees forced to work against their will, with penalties or with restrictions to their mobility or withholding their identification documents, benefits, property etc.

Employment in our company is voluntary; workers are also free to terminate their employment freely with reasonable notice.

Workers are free to leave the workplace premises after the end of the workday. They are also free to leave the premises in case of emergency or any threat to their lives and health.

We also act with special diligence when and if employing migrant workers.

3. We defend equality

We do not engage in any type of discriminating practices and we do not allow harassment to occur in any given form.

We strictly forbid any discrimination based on nationality, colour of skin, language, political or religious affiliation, sexual orientation, gender, age, family responsibilities, marital status, disability, membership in organization or union etc.

All of our employees are treated equally.

4. Our disciplinary practices are respectful

Our company treats all employees with dignity and respect. We do not tolerate use of any illegal, degrading or inhumane disciplinary measures and we ensure that our workers are not subjected to corporal punishment or physical and verbal abuse.

We do not use deduction of payment as a disciplinary measure.

Disciplinary procedure defined at our company is in writing and explained to all employees.

5. Employment relationships are built on legal requirements

We ensure that employment relationships do not cause social or economic vulnerability to our employees and are based on free choice of the worker.

All of employment relationships are in compliance with national legislation and we do not use employment arrangements that are not in line with the purpose of law.

We provide our employees with information about their rights, responsibilities, conditions etc.

6. Our working hours are decent

Working time complies with all applicable laws. Normal workweek consists of 40 hours of work in 5 days and 2 days of rest. Overtime is encouraged when it is necessary for keeping our company productive and competitive but it is with no exception voluntary. Our workers are never forced, coerced or pressured to work overtime. All workers also have at least a half of hour lunch break each day with lunch allowance.

7. We want our workers to have a deserved living standard

We provide our workers with payment that can ensure their decent living standard. All payments are in accordance with legal minimum requirements.

Overtime hours are also paid at premium rate as defined in national laws.

All employees are provided with written information about wage details, including deductions and benefits. The wage is paid regularly and within the legal timeframe.

Employees are registered in the statutory social insurance system and social security payments are made in accordance with legal requirements.

8. We encourage freedom of Association and the right to collective bargaining

We recognize and encourage the right of our employees to form, join and organize unions and similar organizations. We also recognize and encourage the right to collective bargaining.

Our employees also have the right to elect a worker representative who has access to workers in the workplace and can interact with them freely.

We ensure to worker representative and to everyone who is involved in the up mentioned organizations that they will not be a subject of harassment, discrimination or intimidation because of their involvement in them.

9. We keep our premises healthy and safe

We take great care in keeping healthy working and living conditions for our workers and we provide special protection to our vulnerable individuals (young workers, expecting mothers, persons with disabilities etc.).

We comply with occupational health and safety regulations and legislation. We also make sure that all working machines and devices are in compliance with safety requirements and we keep our records of them updated and transparent.

All workers undergo trainings (first aid, fire handling) and are informed of health and safety precautions in the workplace.

We ensure a system that detects, assesses, avoids and responds to potential threats to health and safety of our workers.

We took all necessary measures to minimize the potential risks within our premises and to make them as safe as possible for everyone. All of them are provided with PP (Personal protective equipment) free of charge and in accordance with the risk assessment. The premises are equipped with adequate warning system, provision of fire and safety



equipment, exit and escape routes are marked and cleared. We also have established a written emergency response procedures of which all employees are informed of.

All workers have access to drinking water, safe and clean eating premises as well as cooking and food storage areas.

We ensure that all of our workers attend their legally required medical checks in range and period required by law.

We have established a health, safety and social committee that includes members of management and two members elected from the workers themselves. The committee meets on quarter periods.

10. We conduct our business with ethics and moral

Because we rely our business on quality of our products as the key of our success, we act with the highest level of ethical integrity in relationships with our clients, workers and suppliers.

We have a zero tolerance policy against bribery and corruption.

We have developed an effective grievance mechanism that is anonymous and detailed in a special procedure. All of our workers are informed of it. We make sure to protect our workers when complaints are reported.

11. We take care of environmental legacy for our posterity

All chemicals and potentially hazardous materials are handled with necessary precautions and are transported and disposed in compliance with legal requirements. We also have an updated MSDS listing of chemicals on site.

We are aware of the value of clean and drinkable water. That is why we take special care in reducing water use and recycle the water as much as possible. We treat and dispose our water waste in compliance with the legal requirements.

We also closely monitor and control our energy consumption.

Furthermore, we are trying to reduce our waste and encourage recycling and cleaner production techniques.

12. Working with our suppliers

We are trying to work closely with all of our suppliers on achieving the standards determined in this policy. We are educating them on what these standards mean, how they affect the everyday business and the life around us. We are also closely monitoring how do they



comply with the standards and help them to correct the problematic areas as effectively as possible.

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