

Code of conduct

So much goes into making Babybugz, and we appreciate every single person in the supply chain. It's only right that people work for a fair wage and in safe conditions, and that we collectively do all we can to protect the environment our little ones will inherit from us.

It's important that our partners and suppliers share this commitment, and we will only work with them if they are on the same page as us.

We are committed to working with organizations that share our beliefs, and using our seat at the table to advocate for wider change. From certifying our organic cotton through GOTS, ensuring our garments are free from animal products through PETA, and working with unions and factories through FairWear to make sure workers are treated fairly, we are careful to consider every aspect of the manufacturing process.

At Babybugz we believe in Well-Made garments. To us, a Well Made garment is more than the final garment. It's one that was made fairly, respecting the environment and the people throughout the supply chain. Put simply, it's Well Made clothing, made well.

What we insist on

Any manufacturers we work with must have a clear ethical and social policy, as well as the relevant and recognised certifications that are in line with our own Code of Conduct.

We only work with mills that have a suitable and effective effluent treatment plant (ETP). This means that any water used in the manufacturing process is thoroughly cleaned after use, to make sure it's free of dyes and safe to be put back into the environment.

It's so important that our garments are safe on skin, especially babywear. We insist that all our fabrics are certified to OEKO-TEX® Standard 100, with all Babybugz fabric holding class 1 certification. This means we can be confident that there are no potentially harmful dyes or chemicals in our garments.

We are committed to the ethical sourcing of all our raw materials, and in keeping with our code of conduct we pledge not to use cotton from any regions identified with systematic human rights abuse.

We take our social responsibility requirements seriously. These are:

- No child labour
- No forced labour
- No physical disciplinary measures
- No discrimination of any kind
- Fair wages, reasonable working hours and overtime pay in accordance with local legislation
- Freedom of association and rights to collective bargaining
- Paid Maternity leave
- A clean, healthy and safe work environment
- On-site health clinics or a first-aid centre
- A policy of social accountability
- Anti-Bribery policy
- Anti-Corruption policy

Sustainability is at the core of our ethos. Our commitments to protecting and preserving the local environment include:

- Consideration of scarce resources
- Careful waste management
- Policy to reduce, reuse and recycle
- Effluent Treatment Plants to ensure clean water is returned to local water systems.

We manufacture all over the world, and each country has its own set of challenges. Each of our partners provides different benefits depends on local needs, and these can include:

- Free or subsidised meals
- Free standard medication and health education
- On-site childcare facilities
- Food assistance for employees' families
- Support of local community groups.

We take our commitment to ethical and sustainable practice seriously, and are proud to make garments that are as gentle on the earth as they are on young skin.