



KUSTOM KIT®

**ETHICAL AND
ENVIRONMENTAL
CODE OF CONDUCT**

**BUY
LESS
BUY
BETTER
BUY
KUSTOM KIT**



ETHICAL STATEMENT

Kustom Kit believes that business should be conducted with total respect for people and the environment. We adopt a rigorous selection process for garment manufacturers, ensuring only those that are totally committed to exceeding our high ethical standards become appointed suppliers.

We have never purchased from a supplier that we haven't inspected and approved personally.

We do not own our factories and choose instead to build strong working relationships with carefully selected suppliers.

We employ local agents and staff based in each of our garment factories whose sole focus is to ensure total compliance of our strict ethical standards for suppliers and to test fabric and finished garments at source.

SUPPLY CHAIN CODE OF CONDUCT COMPLIANCE

Our products are manufactured by different supplier organisations employing thousands of people in several countries. We recognise and honour our duty to protect the workforce employed to manufacture our garments and work tirelessly with our suppliers to ensure the provision of fair wages and working hours, safe and hygienic working conditions, regular employment and no discrimination, harsh or inhumane treatment of employees. In order to manufacture Kustom Kit garments, each appointed supplier must comply with national and other applicable laws and conform to the following terms as a minimum requirement:

- Children must not be employed below the legal minimum age required by the law of the individual country.
- Employees are to be paid above the legal minimum wage as required by the law of the individual country.
- Working hours must not exceed those set out by local legislation. Overtime must always be voluntary and remunerated at a premium rate.
- Maternity leave must be made available to all female employees.
- Employment is freely chosen and no discrimination is practiced. There is no use of forced or involuntary labour and employees are free to leave their employment after reasonable notice.
- Good working conditions must prevail. The provision of adequate wash room facilities and a canteen are essential.
- Primary medical care must be provided on site.
- Correct procedure and policies should be in place to ensure employee health and safety.
- Workers' representatives are not discriminated against and are allowed access to the workplace to carry out their representative functions.
- Ensure that their own supply chain shares our ethics and is compliant to Kustom Kit's code of conduct.
- We do not accept outsourcing or the use of homeworkers. Failure to adhere to this condition will result in breach of contract.
- Agree to an independent audit specified by Kustom Kit.



MODERN SLAVERY STATEMENT

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our suppliers

Kustom Kit operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that the particular organisation has never been convicted of offences relating to modern slavery and on-site audits that include a review of working conditions. Our anti-slavery policy forms part of our working agreement with all suppliers and they are required to confirm that no part of their business operations contradicts this policy. In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They adhere to our ethical policy.
- They hold at least one of the following factory audits: WRAP, SEDEX or BSCI.
- The factory makes audit reports available to Kustom Kit.
- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers to account over modern slavery.
- They pay their employees any prevailing minimum wage applicable within their country of operations.
- They will allow UK employees to audit the factories when requested.
- We may terminate the contract at any time should any instance of modern slavery come to light.



FACTORY AUDITING

An ethical audit is a formal examination of the labour practices of a workplace or company. It is a verifiable process to understand, measure, report on and help improve an organisation's social and environmental performance.

As a further safeguard our garment manufacturers must agree to permit regular unannounced visits from our senior management team.



WE DEMAND THAT ALL OF OUR GARMENT MANUFACTURERS HOLD A VALID AUDIT FROM AT LEAST ONE OF THE FOLLOWING:



WRAP Worldwide Responsible Accredited Production.

The WRAP Certification Program's objective is to independently monitor and certify social compliance with the below standards, to ensure that sewn products are being produced under lawful, humane and ethical conditions. Participating facilities voluntarily commit to ensuring that their manufacturing practices will meet these standards, and further commit to passing along, on their part, the expectation that their contractors and suppliers likewise comply with these standards.

The WRAP Accreditation consists of twelve key principles:

- Compliance with Laws and Workplace Regulations
- Prohibition of Forced Labor
- Prohibition of Child Labor
- Prohibition of Harassment or Abuse
- Compensation and Benefits
- Hours of Work Limitation
- Prohibition of Discrimination
- Health and Safety
- Freedom of Association and Collective Bargaining
- Environmental Regulations
- Customs Compliance
- Facility Security



SMETA Sedex Members Ethical Trade Audit.

SMETA is the world's leading social audit. They use a social audit methodology to provide visibility of working conditions in their supply chain and provides the factory with a Corrective Action Plan (CAPR) to help them improve working conditions. SMETA conducts high quality audits to assess the following standards to ensure responsible business practices and social compliances are being met.

- Labour Standards
- Health and Safety
- The Environment
- Business Ethics



MEMBER OF AMFORI Improving social performance in global supply chains.

Amfori BSCI provides visibility over the production and measures social performance to drive improvements across supply chains through their strong code of conduct.

The code of conduct aims to set up the following 11 values and principles to Amfori BSCI members to ensure they are striving to implement the principles in their supply chains.

- The rights of Freedom of Association and Collective Bargaining
- No Discrimination
- Fair Remuneration
- Decent Working Hours
- Occupational Health and Safety
- No Child Labour
- Special Protection for Young Workers
- No Precarious Employment
- No Bonded Labour
- Protection of the Environment
- Ethical Business Behaviour



The Accord on Fire and Building Safety in Bangladesh was created in 2013 to enable a safe and healthy working environment in the garment and textile industry in Bangladesh and to ensure that no worker feared fire, building collapses or any other accidents that can be prevented through practical measures. It is an independent, legally binding agreement which helps ready-made garment factories to become safe and stay safe for millions of workers.

Key features of Accord (2018 Transition)

- Legally binding agreement between brand & trade unions
- Brand commitment to ensure safety remediation is completed and financially feasible
- Independent safety inspections and remediation program
- Disclosure of inspection reports and corrective action plans
- Safety committee and Safety Training Program
- Safety and Health Complaints Mechanism
- Protection of right to refuse unsafe work
- Ongoing promotion of Right to Freedom of Association (FoA) to advance safety
- Training and Complaints Protocol to cover (FoA) rights
- Optional listing of home textiles and fabric & knit accessory suppliers

Since 1st September 2021, a new agreement has been implemented to continue the legal binding commitments to the safety of the workplace and the promise to develop the program to other countries. The new agreement has been called the International Accord for Health and Safety in the Textile and Garment Industry. The updated agreement advances the important elements of the predecessor agreement.

Key new features in the agreement include:

- A commitment to focus on the health and safety program in Bangladesh, and on building a credible industry wide compliance and accountability mechanism
- A commitment to expand the work of the international Accord based on feasibility studies
- An option to expand the scope of the agreement to address human rights due to diligence
- An optional streamlined arbitration process to enforce the Accord's terms



We recognise that our business activities affect the natural environment in a number of ways. We strive through continuing improvement to minimise the adverse effects on the environment and the earth's natural resources, whilst safeguarding the health & safety of our employees and the public. We purposely seek out suppliers who take positive action to minimise both waste and the impact of their manufacturing processes on the surrounding environment. Internally, we constantly look for ways to reduce waste through more efficient procedures and recycling initiatives. These include recycling pallets and shredding cardboard for re-use in packaging. We have also eliminated plastic strapping from all cartons and are reducing plastic packaging wherever possible.

WE AIM TO ALWAYS:

- Comply with or exceed relevant legislative requirements. Where these are inadequate we will set our own standards that comply with our environmental and ethical criteria.
- Progressively reduce the environmental impact caused by our products and activities.
- Design and manufacture our products with consideration for the environment.
- Encourage manufacturing suppliers to recognise their environmental responsibilities and offer support to help them implement sound environmental health and safety policies and practices and to insist that the same practices are implemented within their own supply chain.
- Ensure that no chemicals deemed harmful to humans or the environment are present in our products.
- Insist that every component in all products hold a valid Oeko-Tex Standard 100 certificate to guarantee chemically safe garments.

ENVIRONMENTAL POLICY

EFFLUENT TREATMENT PLANT - A Biological Purification Process



1. Water from dye house goes in



2. Where it is filtered



3 - 5. Bio Organic mater



EUROPEAN REGULATION (EC 2006/1907-REACH REGULATION)

REACH is a European Regulation concerning chemicals and their safe usage. It aims to improve the protection of human health and the environment through a system of Registration, Evaluation, Authorisation and restriction of Chemicals.

Chemicals deemed as harmful are added to the 'substance of very high concern list'. Kustom Kit products do not contain any of the chemicals on this list in any quantity and we actively work with REACH Ready to ensure compliance. The restricted substance list is usually updated twice a year. Kustom Kit routinely checks all products against any new listing to ensure we maintain this standard. Following the UK's withdrawal from the EU, the EU REACH Regulation has been brought into UK law under the European Union (Withdrawal) ACT 2018 and has been called UK Reach. Although UK Reach and EU Reach operate independently from each other the key principles have been retained in the UK.



OEKO-TEX STANDARD 100

Oeko-Tex is an independent globally standardised certification especially developed for textiles. Its primary purpose is to ensure that the chemicals used in the manufacture of textile products are in no way damaging to health. At Kustom Kit we understand what the modern wearer demands from their clothing. We expect colours to be brighter, we want our shirts to need little or no ironing and we require our sportswear to be fully functional keeping us both warm and dry. We test every component from fabric to thread, every label, lining, button and zip so that our customers never have to compromise on comfort or performance. Oeko-Tex Standard 100 allows Kustom Kit to deliver innovative fabrics and designs with complete confidence that no harmful chemicals have been used in their manufacture. Kustom Kit demands all products achieve this certification.



OEKO-TEX STEP - PROMOTING SUSTAINABLE TEXTILE PRODUCTION

STeP is an additional factory audit which places emphasis on environmental performance and social responsibility. It is only gained by factories who achieve the highest level of sustainable production and safety ethics. The fabric used to manufacture the majority of our shirts is produced in a STeP accredited factory. We are working with our entire manufacturing base to encourage them to take part in the STeP auditing scheme.



OEKO-TEX MADE IN GREEN

Made in Green is a traceable label that applies exclusively to textiles. It communicates that the garment/fabric has not only been tested for harmful substances as certified by standard 100 but is also sustainably produced in accordance to Oeko-Tex guidelines. Labelled product is available, please contact customer services for details, MOQ's and lead-times.

SUMMARY

Kustom Kit confirms the following;

- All factories that manufacture Kustom Kit garments hold at least one of the following ethical audits - WRAP, BSCI or SMETA.
- That none of our products contain any of the current substances of very high concern in accordance to European Regulation (EC) 2006/1907-Reach Regulation.
- All components used in our garments have been tested to Oeko-Tex Standard 100 and hold a current certificate testifying this fact.
- Our management team regularly audit all of our garment manufacturing facilities and key suppliers to these factories.



5. The water is ready to re-use

6. The water is ready to re-use

GARMENT ACCREDITATIONS



KK100	•			•	•	
KK102	•	•	•	•	•	
KK104	•	•	•	•	•	
KK105	•	•	•	•	•	
KK109	•	•	•	•	•	
KK113	•	•	•	•	•	
KK115	•	•	•	•	•	
KK116	•	•	•	•	•	
KK117	•	•	•	•	•	
KK118	•	•	•	•	•	
KK131	•	•	•	•	•	
KK133	•	•	•	•	•	
KK134	•	•	•	•	•	
KK139	•	•	•	•	•	
KK140	•			•	•	
KK141	•	•	•	•	•	
KK142	•	•	•	•	•	
KK161	•			•	•	
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