

Code of Conduct

of Montana GmbH & Co KG, Nußloch
of Betty Barclay GmbH, Nussloch
of Gil Bret GmbH & Co KG, Nußloch
of Weinberg und Braunschweig AG, Zollikon

Preamble

The afore-mentioned companies of the Betty Barclay Group produce and sell ladieswear in international markets. Procurement in particular is international, done in various countries. The companies are aware of their ethical and social responsibility within the framework of their international business activity and, against this backdrop, have drawn up the following principles that, if not yet realised, are going to be implemented and developed in a sustainable cooperation with their business partners. Against this backdrop, the companies declare the following:

I Basis

Compliance with the prevailing standards is based upon national legislation.

II Discrimination

Within with what's laid down we oppose discrimination based upon age, religion, race, social background, illness, disability, gender, faith or other personal qualities.

III Freedom of association

In consideration of the respective legal conditions we respect the freedom of association and the right to free collective bargaining.

IV Wage calculation

Within the framework of the payable wages we calculate on the basis of legally laid down standards or standards obtained in wage agreements or customary at the location or customary within the industry in question. We aim at paying a socially acceptable wage covering the employee's costs of living.

V Working hours and job safety

We comply with statutory working hours and job safety standards. Wherever there are no such standards, we create conditions in cooperation with the local partners that make for sufficient times of rest and job safety for employees. The admissible number of working hours per week is 48 hrs. Within the framework of a 7-day week, any employee must have the right to spend one day at minimum as they see fit.

VI Child and forced labour, violence

Child and forced labour are not tolerated. Regarding child labour, the Convention on the Rights of the Child of the United Nations shall apply unless national regulations provide for stricter provisions, which shall then prevail. Violence against employees, be it emotional, physical, sexual, verbal or of any similar kind, is not tolerated. Any contractual relations with suppliers and producers who tolerate such working methods shall be terminated forthwith.

VII Ecological responsibility

We advocate a responsible use of resources at the largest possible avoidance of effects that damage the environment. Hazardous substances are avoided as far as the state-of-the-art allows it. Our QA works upon the development of working methods that save resources and are free of hazardous substances.