

STRATEGIC GOALS

SOCIAL COMPLIANCE / ENVIRONMENTAL / BUSINESS ETHICS

Exito Fasteners (Pvt) Ltd

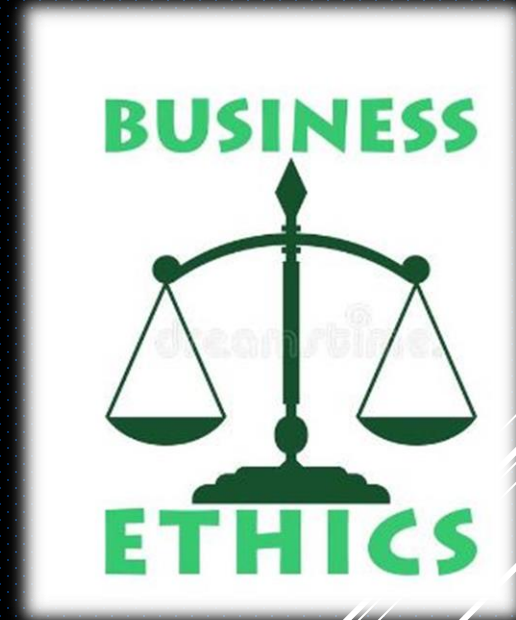


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1. BUSINESS ETHICAL STANDARDS

- ▶ We respect the ethical and moral standards and beliefs of all employees and people with whom we deal and we respect our buyers' rules and procedures. And we should not be involved in any corruption, extortion, bribery, fraud, false declarations, counterfeiting or insider trading



2. LAWS AND WORK PLACE REGULATIONS

- ▶ We are committed to ensure all company law and regulations are compliant with Sri Lankan national laws and regulations.



3. FORCED LABOR PROHIBITED

- ▶ We are committed not to use involuntary or forced labor indentured, bonded, Prison, Human Trafficking or otherwise and not unnecessarily limit the freedom of movement of employees at all levels.



4. NO CHILD LABOR

- ▶ We are committed not to encourage employing anyone at the age below 18 under any circumstance at any level and in any place of our establishment.



5. ANTI -HARASSMENT OF ABUSE

- ▶ We are committed to ensure that there is no possible environment to harass or abuse verbally, physically, sexually and mentally for employees at levels by their immediate supervisors or peers.



6. COMPENSATION AND BENEFITS

- ▶ We are committed to compensate employees at all levels in accordance to the applicable National Laws and regulations in relation to the following



7. WORKING HOURS MONITORING

- ▶ We are committed not to exceed the hours of work according to the applicable national and local laws and regulations.



8. ANTI- DISCRIMINATION

- ▶ We are committed to treat all the employees equally at all levels without any discrimination on race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status.



9. HEALTH & SAFETY

- ▶ We are committed to maintain the highest possible standard on occupational health and safety complying with applicable National and local legislations.



**Health &
Safety**

10. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

- ▶ We are committed to ensure to recognize the freedom of association and collective bargaining of employee at all level.



11. ENVIRONMENT

- ▶ We are committed to ensure to maintain all the factory operations are compliant with the applicable National & Local environment laws



12. CUSTOMS COMPLIANCE

- ▶ We are committed to ensure all the relevant export and import activities are compliant with applicable customs laws.

Security in the Supply Chain



13. SECURITY

- ▶ We are committed to ensure drugs, explosive; bio-hazards and other contraband are not put into any outbound Shipments.



14. NO UNAUTHORIZED SUBCONTRACTING

- ▶ We are committed to ensuring that we do not engage in/or encourage unauthorized subcontracting in dealing with all our business partners. In addition, we are transparent in all our dealings with them respecting their beliefs and standards.



This includes various aspects such as

- ▶ **Labor rights and working conditions:** Ethical leather manufacturing involves ensuring fair wages, reasonable working hours, and safe and healthy working conditions for all employees. It also involves prohibiting child labor and forced labor.
- ▶ **Supply chain transparency:** Companies should promote transparency in their supply chains, ensuring that the origins of materials and components used in leather production are traceable and that suppliers adhere to ethical standards.
- ▶ **Environmental sustainability:** Ethical practices in the leather industry focus on reducing the environmental impact of manufacturing processes. This includes minimizing water and energy consumption, adopting eco-friendly materials, reducing waste, and implementing recycling and reuse initiatives.
- ▶ **Fair trade and responsible sourcing:** Ethical leather manufacturing emphasizes fair trade practices, promoting partnerships with suppliers that uphold fair wages and good working conditions. Responsible sourcing involves considering the social and environmental impact of sourcing decisions.
- ▶ **Consumer health and safety:** Ethical companies prioritize the health and safety of consumers by ensuring that their products meet quality and safety standards. This includes using non-toxic materials and providing accurate information about product composition and care instructions.
- ▶ **Ethical marketing and advertising:** Businesses should avoid deceptive marketing practices, such as false claims or misleading advertisements, and ensure that their marketing strategies respect cultural diversity and promote positive body image.
- ▶ **Corporate social responsibility (CSR):** Ethical companies in the leather manufacturing industry demonstrate a commitment to CSR initiatives, such as supporting local communities, investing in social and environmental projects, and contributing to charitable causes.

These ethical considerations are essential for maintaining the integrity of the leather manufacturing industry, building trust with consumers, and fostering sustainability and responsible business practices.

THANK YOU

