



STRATEGIC GOALS

SOCIAL COMPLIANCE / ENVIRONMENTAL / BUSINESS ETHICS

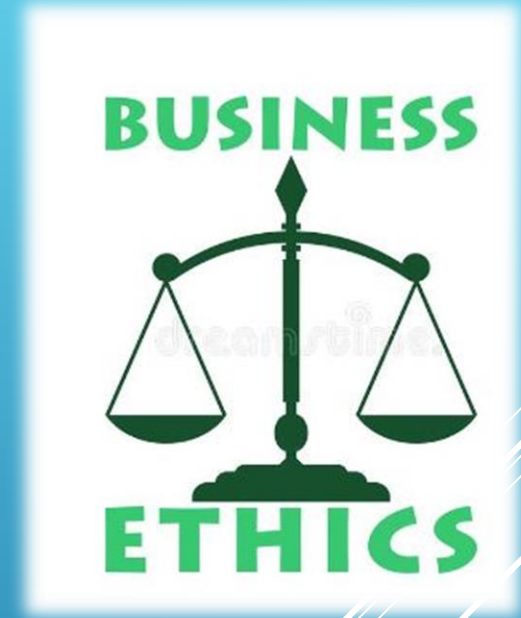
Sun Queen Garment (Pvt) Ltd

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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.



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.



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.



THANK YOU

