

- **GOAL:**

Sustainability is an important goal at SHIN SHIN GROUP, sustainability is about corporate responsibility. Responsibility for protecting our environment, assisting the communities around us and enabling and empowering our employees has always been part of our culture. We believe that this is the foundation for success and for building a more sustainable industry.

- **SOCIAL STANDARDS:**

In accordance with the ILO conventions, the UN Universal Declaration of Human Rights and the UN's conventions on children's rights and the elimination of all forms of discrimination against women, our social code of conduct aims to attain compliance with internationally accepted social and environmental standards. The following requirements are of particular importance:

- **LEGAL COMPLIANCE:**

Shin Shin's policy is to comply with all applicable national laws and regulations, industry minimum standards, as well as to respect all relevant international instruments including ILO and UN conventions.

- **FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING:**

The company recognizes and respects the right of workers for freedom of association and the right to collective bargaining. Workers who wish to lawfully and peacefully associate and organize have full liberty to do so within the company as per local laws and regulations.

- **PROHIBITION OF DISCRIMINATION & EQUAL OPPORTUNITY FOR ALL:**

The company will ensure that there is no discrimination, direct or indirect, against any person on the ground of race, color, nationality, ethnic origin, religion, disability, age, sex, sexual, orientation, marital status in any aspect of recruitment and selection.

- **COMPENSATION:**

Wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and /or industry standards. Illegal or unauthorized deductions from wages shall not be made. The company is fully committed to a pay structure that rewards performance. The company is pledge bound to comply with all relevant regulations and/or local practices in respect of compensation, paid leaves, maternity benefits, as well as other financial benefits.

- **WORKING HOURS:**

Overtime hours are to be worked solely on the basis of workers' free will. The maximum allowable working hours in a week are 48 and the maximum allowable overtime hours in a week are 12. An employee is entitled to at least one free day following six consecutive days worked. The company will not allow any worker to work more than 60 (sixty) hours of work per week including overtime hours, but on an average not more than 56 (fifty six) hours of work per week in a given 12 months' time period. The payment of overtime work will be made at premiere rates as per local laws.

- **WORKING CONDITIONS:**

Shin Shin must treat all workers with respect and dignity and provide them with a safe and healthy environment and comply with all applicable laws and regulations regarding working conditions. The company shall not use corporal punishment or any other form of physical or psychological coercion.

▪ **WORKPLACE HEALTH AND SAFETY:**

A clear set of relation and procedures has been established and followed regarding the occupational health and safety. Our company is committed to implement and where reasonably practicable, continuously improve effective healthy standards, which should reflect best industry practice. We shall comply with the requirements of appropriate national and international regulations and CoC. Where no regularity control exists; the company must develop and impose its own standards. We shall ensure that potential health and safety risks associated with all the company's activities are assessed as early as is practicable in order to minimize adverse apex and to identify opportunities for improvement. We will motivate our subcontractors to promote social compliance management in their respective workplace.

▪ **PROHIBITION OF CHILD LABOR:**

Child labor is forbidden as defined by the ILO and United Nations conventions and/or by National Law. No person irrespective of male or female gender who has not completed 14 years of age are not allowed to recruit and employ of any nature of job. The rights of young workers must be protected ion the company.

▪ **PROHIBITION OF FORCED LABOR:**

Our company shall not use any force labor whether in the form of prison labor, indentured labor, bonded labor or otherwise which is prohibited as per law of the land and/or international instruments.

▪ **ENVIRONMENTAL ISSUES:**

Our company is firmly committed to comply with all relevant/applicable environmental legislation of Bangladesh Govt. to ensure environmental protection in the process of using raw materials, manufacturing products and discharging wastages, the company shall follow the guidelines and standard methods of various aspects of the environmental conservation and rules of the concerned regulatory bodies.

▪ **MANAGEMENT PRACTICE:**

Our company's social requirements as defined above shall be incorporated in our company policies. Employees shall be informed about the contents of our code. In order to meet all requirements as set forth in this code and in national Laws, the company shall establish required set of management functions. We would motivate our business partners to demonstrate compliance with this code and National Laws.

▪ **ENVIRONMENTAL POLICY:**

We firmly believe in the success and sustainability in our business. We are fully committed and respectful to our business, social and environmental goals and obligations. We are equally committed to comply with all relevant laws applicable to our company. We are equally committed and respectful to all international instruments in this regard. We will communicate to all our employees about the importance of Environmental Management System (EMS) including waste management. We will Endeavour in improving continually in this regard. Our company's long term policy is to prevent the environmental pollution wherever practicable. We intend to work with business partners and the key stakeholders and share our knowledge, information and experience in combating environmental issues and make the world a better place to live in.

▪ **Compliance Audit:**

Shin Shin have highly trained and professionally competent social responsible team to achieve the target.

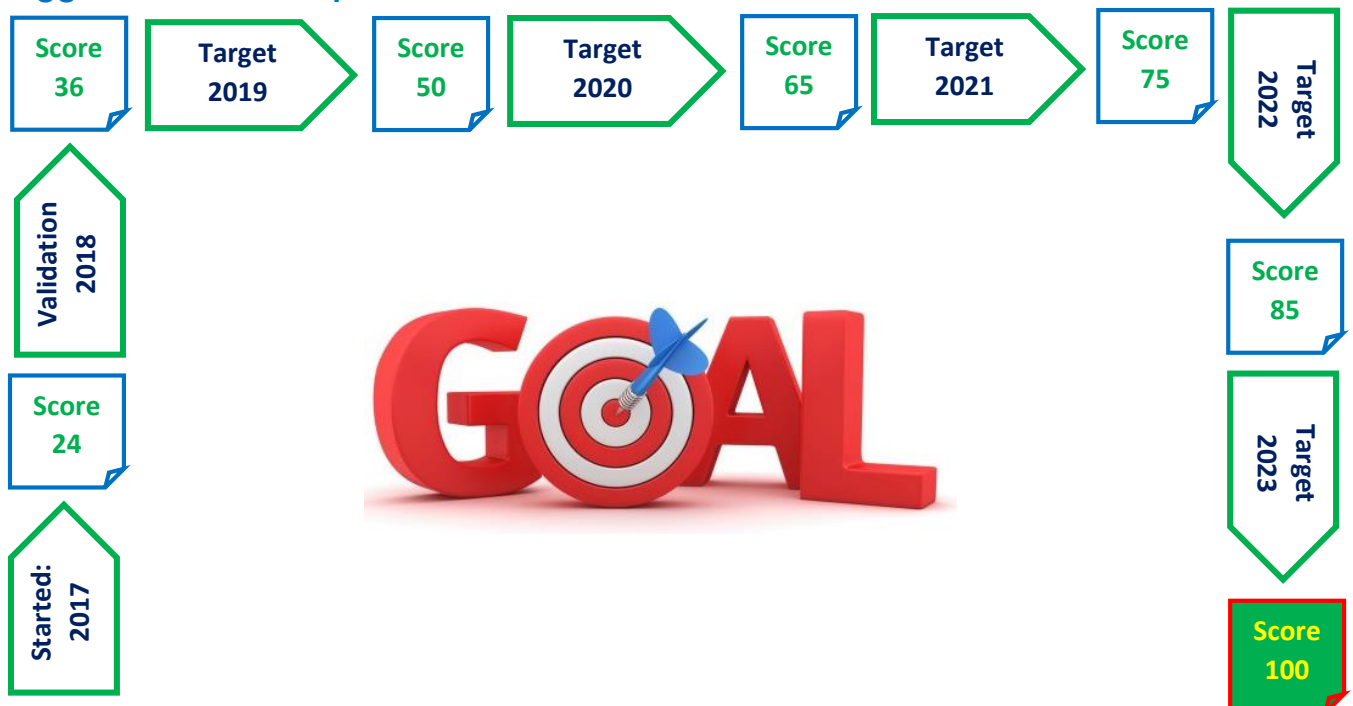
Certification:

- BSCI
- WRAP
- SEDEX
- Better Work
- Higg (Environment)
- C-TPAT (SCS)
- FCCA
- Technical
- OCS
- RCS

Buyers:

- H&M
- Inditex
- K-Mart
- Walmart (George)
- Sainsbury
- Morrison
- Nutmeg
- Kappahl

Higg Index: Road Map



- **Improvement Target in 2019: Environmental Management**
 - ❑ GHG Energy Saving 5 %.
 - ❑ Domestic water consumption reduce 5%.
 - ❑ 10% reduce of generate waste from production floor.
 - ❑ Domestic waste water tracking.
 - ❑ Engage in ZDHC program.
 - ❑ Pollutant quantity tracking Point source of air emission identify (Stack or Vent) Boiler & Generator.