

# Code of Conduct

## Future Garments Ltd t/a Eurox

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## 1. Introduction from the Managing Director

1.1. Responsible business decisions, considering ethical, environmental, and social concerns, are a cornerstone of our business. This Code of Conduct outlines the standards we expect from all suppliers, contractors, subcontractors, and any other partners working with us.

1.2. We believe that operating with integrity is crucial for sustainable relationships that benefit all our businesses and the communities in which we operate. We encourage our partners to integrate ethical and environmental practices into their operations and ensure these values are upheld throughout their supply chains.

### Clarification of Scope:

- This Code applies to all entities associated with Future Garments Ltd t/a Eurox, including suppliers, contractors, subcontractors, and other partners.
- Specific examples of ethical and environmental concerns will be provided to ensure clear understanding and implementation.

## 2. Our Commitments to You

2.1. We value external guidance and standards for responsible business practices, including the Business Social Compliance Initiative (BSCI), Social Accountability Initiative SA8000, WRAP, and data-sharing platforms such as SEDEX. We encourage adherence to these standards.

2.2. While suppliers may operate in diverse environments, we support alternative approaches provided they meet or exceed our standards. ISO 14001 serves as guidance for environmental management, ISO 45001 for workplace health and safety, and ISO 20400 for sustainable procurement. We recommend these standards for use throughout the supply chain.

2.3. We are committed to supporting supplier improvements and view termination of the business relationship due to a breach of this Code as a last resort. Our support includes providing resources and training to help suppliers meet our standards.

### Specify Guidance Use:

- Adherence to these standards is encouraged, and in some cases, may be mandatory depending on contractual agreements.
- We provide support through training and resources to help suppliers align with these standards.

## 3. Our Expectations of You

3.1. We expect all partners to act with integrity and avoid improper practices such as bribery and corruption. Suppliers must maintain records demonstrating compliance with applicable laws and regulations.

3.2. The Ethical Trading Initiative (ETI) underpins our expectations for workplace operations, including:

3.2.1. Respect for all employees, with no tolerance for physical, verbal, mental, sexual, or other forms of abuse.

3.2.2. Respect for individual dignity and rights, including freedom of association and collective bargaining.

3.2.3. Fair compensation for employees, with adherence to hours worked, overtime, and benefits such as public holidays and sick leave.



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- 3.2.4. No employment of individuals below the age of 16, except in line with ILO guidelines.
- 3.2.5. Zero tolerance for prison, slave, bonded labour, modern slavery, or human trafficking.
- 3.2.6. Fair treatment of migrant labour in line with the standards for other workers.

**Clarify Record Keeping:**

- Suppliers must maintain detailed records of compliance, including employment practices and compensation, and retain them for a minimum of five years.
  - Guidance on handling grievances and disputes will be provided to address any issues related to these expectations.
4. **Environmental and Safety Standards**
- 4.1. Suppliers must ensure a healthy and safe workplace, promote efficient resource use, and take steps to minimise waste.
  - 4.2. We support efforts to reduce harmful chemicals in products and to minimise packaging and waste.
  - 4.3. Understanding the lifecycle impacts of our products from sourcing to customer use helps drive our environmental efforts. We encourage suppliers to collaborate with us on innovations that provide environmental, economic, and social benefits.

**Define "Healthy and Safe":**

- Suppliers are expected to meet industry standards for workplace health and safety. Specific guidelines will be provided.
  - We are particularly interested in innovations that enhance environmental sustainability and resource efficiency.
5. **Information-sharing and Transparency**
- 5.1. Transparency is essential for ensuring adherence to our standards across the supply chain. Suppliers must disclose any subcontractors and provide details of their own supply chain upon request.
  - 5.2. We reserve the right to conduct on-site audits, both announced and unannounced. Suppliers must designate an individual responsible for compliance with this Code and for reporting any breaches, ethical concerns, or conflicts of interest.
  - 5.3. The Code will be reviewed periodically to ensure it remains aligned with legal requirements and best practices.

**Audit Procedures:**

- Audits will be conducted regularly, with details on frequency and scope provided in advance. Any associated costs will be communicated.
  - Procedures for handling audit findings and resolving disputes will be outlined clearly.
6. **Support and Assistance**
- 6.1. Future Garments Ltd t/a Eurox provides support to help suppliers meet the standards outlined in this Code. This includes access to training materials, workshops, and consultations.
  - 6.2. Suppliers are encouraged to contact our compliance team with any questions or concerns about this Code. We are available to offer clarifications, additional resources, and support for addressing compliance challenges.

**Detailed Support Mechanisms:**

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- Specific support includes access to online resources, scheduled training sessions, and direct consultations with compliance experts.
- A feedback loop will be established to gather supplier input on the support mechanisms and make improvements as needed.

## 7. Confidentiality

7.1. All information related to this Code, including audits and investigations, will be handled confidentially. We will protect the privacy of individuals involved and ensure that sensitive information is disclosed only to authorised personnel.

7.2. Records of incidents, investigations, and actions will be securely maintained and accessible only to those with a legitimate need to know. Breaches of confidentiality will be addressed seriously.

### Confidentiality Procedures:

- Procedures for managing confidential information and addressing breaches will be established and communicated to all stakeholders.
- All employees and suppliers will be informed about the importance of confidentiality and their responsibilities in safeguarding sensitive information.

## 8. Visitors and Contractors

8.1. Visitors and contractors must adhere to this Code of Conduct while on company premises or while working on behalf of Future Garments Ltd t/a Eurox. Any visitor or contractor violating this Code will be required to leave immediately, and their future access may be restricted.

### Visitor and Contractor Guidelines:

- Guidelines will be provided to visitors and contractors to ensure they understand and comply with this Code.
- Compliance monitoring mechanisms will be implemented to ensure adherence to the Code by all external parties.

## 9. Manager Responsibilities

9.1. Managers are responsible for implementing and enforcing this Code of Conduct within their teams. They must ensure that all employees and relevant stakeholders understand their responsibilities under this Code.

9.2. Any suspicions or breaches must be reported to senior management or HR promptly. Managers should also facilitate ongoing training and support to ensure compliance.

### Training for Managers:

- Managers will receive specific training on enforcing the Code and handling breaches.
- Clear accountability measures will be established for managers to ensure they effectively implement and uphold the Code.

## 10. Record Keeping

10.1. Future Garments Ltd t/a Eurox will maintain accurate records of all risk assessments, training sessions, incidents, and disciplinary actions related to this Code. These records will support compliance monitoring and continuous improvement.

10.2. Records will be kept for a minimum of five years or as required by applicable laws. All records will be securely stored and accessible only to authorised personnel.



**Record Maintenance Procedures:**

- Procedures for maintaining and reviewing records will be outlined to ensure accuracy and compliance.
- Record-keeping practices will be regularly reviewed to ensure alignment with legal and regulatory requirements.

Signed:



**Kuldip Palak**  
Managing Director  
Date:31/07/24

Signed:



**Hardip Palak**  
Commercial Director  
Date:31/07/24

