

Sourcetextile acknowledges its responsibility to ensure ethical work practices, respect and dignity, and safe working conditions for all its employees. Thus, it is committed to complying with human rights as provided for in national and international legislation, particularly in the Universal Declaration of Human Rights of the United Nations and the International Labour Organization (ILO). It also commits to making positive contributions to the communities in which it operates.

In order to achieve this goal, Sourcetextile adopts the following Social Responsibility Policy in accordance with the requirements of GOTS, OEKO-TEX® STeP, and SA8000 standards:

1. Child labour

ILO Convention 138 and 182, ILO Recommendation 146 and 190

Sourcetextile does not admit the use of child labour, meaning minors (people under 16 years of age).

Young workers will not be exposed to dangerous situations. Dangerous work will only be assigned to workers over 18 who are perfectly protected and have been previously and appropriately trained to carry out such activities.

If a situation involving child labour is identified within Sourcetextile or its supply chain, it is Sourcetextile's responsibility, in accordance with its Child Remediation Policy, to take all necessary actions to ensure that the child's rights are upheld.

2. Forced labour

ILO Convention 29 and 105, ILO Recommendation 35

Sourcetextile repudiates forced labour, whether demanding work is direct, through physical obligation, or indirect, through threats, intimidation or other forced methods.

In cases where an external recruitment agency is necessary, Sourcetextile is committed to ensuring that the agency's legal obligations and the rights of recruited workers are fulfilled.

3. Precarious Employment

ILO Convention 122, 158 and 175, ILO Recommendation 166

Sourcetextile does not allow any form of precarious employment. All work must be based on recognized employment relationships and in accordance with the law.

4. Health and safety

ILO Convention 155 and 183, ILO Recommendation 164 and 191

Sourcetextile is committed to providing employees with a healthy and safe working environment per current legislation, ensuring lighting, ventilation, hygiene, fire safety and drinking water conditions, as well as carrying out studies to identify existing and potential hazards and assess related risks for health and safety and promoting frequent training sessions on Occupational Health and Safety. Certification by ISO 45001 is proof of this commitment and continuous effort.

All employees are covered by an insurance which must be activated whenever an accident occurs.

Compliance with safety rules is everyone's obligation, and employees must promptly inform their superiors of any irregular situation that could compromise the safety of people, facilities or equipment.

5. Freedom of Association and Collective Bargaining

ILO Convention 87, 98, 135 and 154, ILO Recommendation 135 and 143

All workers, without exception, have the right to join or form unions, associations, and representations according to their will, free choice, and Collective Negotiation.

Workers' Representatives will not be discriminated and will have access to carry out their representative functions, in addition to being guaranteed access to regular training and all the conditions provided for by law for carrying out this function.

6. Equality and Non-Discrimination

ILO Convention 100, 111 and 159, ILO Recommendation 90, 111 and 168

Sourcetextile undertakes not to discriminate in recruitment, remuneration, access to training, promotion, termination or retirement based on ancestry, age, marital status, family situation, genetic heritage, reduced work capacity, origin, ethnicity, nationality, religion, disability or chronic illness, gender, sexual orientation, trade union membership or political or ideological beliefs.

Sourcetextile employees are prohibited from committing any act of discrimination towards colleagues, customers, suppliers or subcontractors.

7. Migrant workers

ILO Convention 122, 158 and 175, ILO Recommendation 166

In the case of foreign workers, their legalization must be ensured, as well as compliance with their rights and their integration into the company. Equal treatment alongside other workers must be guaranteed, including in terms of remuneration and working conditions. The contract for these workers must be written in a language the worker understands.

8. Homeworkers

ILO Convention 122, 158 and 175, ILO Recommendation 166

Equal treatment must be guaranteed between homeworkers and workers working at the facility. The employment situation must be regularized, ensuring the homemaker has fulfilled all the rights defined by law.

9. Moral/sexual harassment & Violence

ILO Convention 190, ILO Recommendation 206

All employees and other company stakeholders must treat their interlocutors with respect and dignity, receiving the same respect in return.

Sourcetextile does not accept the practice of corporal punishment, mental or physical coercion or verbal insult as disciplinary measures and has a zero-tolerance policy in cases of sexual harassment and Violence.

10. Working time

ILO Conventions 001, 014, 106 and 030

Sourcetextile is committed to complying with current legislation and applicable industry standards regarding working hours.

Employees must work no more than 8 hours a day and should have meal breaks. Employees are entitled to 2 days of rest per week.

Overtime should not be a recurring practice and must always be voluntary and compensated according to the law.

11. Remuneration & Assessment of the Living Wage Gap

ILO Convention 131 and 183, ILO Recommendation 135 and 26

Salary withholding must not be carried out for disciplinary reasons, and workers' salaries and other benefits must be clearly and regularly specified.

Salaries and other benefits must be paid in full compliance with applicable laws and ensure that workers and their families can meet their basic needs.

12. Integrated management system

Sourcetextile has a Quality, Environment and Safety Department with the responsibility of keeping the company's procedures up to date and effective in line with the standards it follows (SA8000, GOTS/GRS/OCS, OEKO-TEX® STeP, ISO 9001, ISO 14001, ISO 45001), as well as continuously monitoring the company's performance and ensuring continuous improvement.

Sourcetextile is committed to adhering to this policy in all its operations and promotes these principles so that all its employees and stakeholders support and comply with them, ensuring a supply chain that shares the same principles and values. This policy is regularly reviewed to ensure its continued relevance and effectiveness.

February 23, 2024

The Manager,

