

SOCIAL COMPLIANCE



Acme International is also committed to welfare of every individual who contributes in any way to the product. Human rights compliance is one of the pre-requisites for every vendor. All vendors have to implement Acme International's Code of Conduct.

An effective monitoring system ensures that vendors conform to both local and international laws of human rights and trade compliance. As a responsible market leader, we encourage our associates and suppliers to understand that such issues are both business as well as social responsibility.

The Code of Conduct ensures compliance to

- ☞ Basic Human Rights
- ☞ Principles of Non-discrimination
- ☞ Minimum wages & Labor laws
- ☞ Safe and Hygienic working conditions

Acme and their suppliers confirm that all products supplied are manufactured in compliant factories that respect government regulations in force and human rights.

Acme International Ltd Code of Conduct for Vendors

This Acme International Limited Code of Conduct lays down the requirements concerning working conditions that must be satisfied by all vendors to principals of Acme International Limited ("Acme Intl"). Acme Intl and its principals are free to supplement these requirements at any time.

Involuntary Labor

Vendor shall not use involuntary labor. "Involuntary Labor" is defined as work or service which is extracted from any person under threat or penalty for its non-performance and for which the worker does not offer himself or herself voluntarily, and includes all manner of prison, bonded, indentured and forced labor.

Child Labor

Vendors shall not use child labor. "Child" is defined as a person who is not older than the local age for completing compulsory education but in no event is less than 18 years of age. Vendors must verify the age of their workers and maintain copies of their workers' proof of age. Vendors must follow all applicable laws and regulations regarding working hours and conditions for minors.

Health and Safety

Vendors shall maintain a clean, safe and healthy workplace in compliance with all applicable laws and regulations. Vendors shall ensure that workers have access to clean drinking water, sanitary washing facilities and an adequate number of toilets, fire-extinguishers, and fire exits and those workplaces provide adequate lighting and ventilation. Vendors shall ensure that these standards are confirmed in canteen and/or dormitory which is provided for workers.

Disciplinary Practices

Vendors shall not use corporal punishment or any other form of physical or psychological coercion or intimidation against workers.

**Non-discrimination**

Vendors shall not discriminate on the basis of age, gender, racial characteristics, maternity or marital status, nationality or cultural, religious or personal beliefs or otherwise in relation to hiring, wages, benefits, termination or retirement.

Environmental Protection

Vendors shall comply with all applicable laws and regulations in respect of protecting the environment and maintain procedures for notifying local authorities in the event of an environmental accident resulting from Vendors' operations.

Wages and Benefits

Vendors shall provide wages and benefits that comply with all applicable laws and regulations or match the prevailing local manufacturing or industry rates, whichever is higher. Overtime pay shall be calculated at the legally required rate, regardless of whether workers are compensated hourly or by piece rate.

Working Hours

Vendors shall not require workers to work, including overtime, more than 60 hours per week or more than any maximum number of hours per week established by applicable laws and regulations, whichever is less. Vendors shall guarantee that workers receive at least one day off during each seven-day period.

Freedom of Association

Vendors shall respect the right of workers to associate, organize and bargain collectively in a legal and peaceful manner.

Familiarization and Display of This Code of Conduct

Vendors shall familiarize workers with this Code of Conduct and display this Code of Conduct, translated in the local language, at each of their facilities in a place readily visible and accessible to workers.

Legal Requirements

Vendors shall comply with all legal requirements applicable to the conduct of their businesses, including those set out above.

Contractors and Suppliers

Vendors shall ensure that their contractors and suppliers adhere to this Code of Conduct.

Monitoring of Compliance

Vendors authorize Acme Intl and its principals to conduct scheduled and unscheduled inspections of Vendors' facilities for the purpose of ensuring compliance with this Code of Conduct. During these inspections, Acme Intl and its principals shall have the right to review all employee-related books and records maintained by Vendors and to interview workers.

Corrective Action

When violations are found, Acme Intl and the Vendor will determine a corrective action plan to eliminate the problem in a timely manner. If it is identified that the Vendor is knowingly and/or repeatedly in violation of this Code of Conduct, Acme Intl and its principals shall take necessary action which may include cancellation of orders and/or termination of business with the Vendor in question.