



Social Code of Conduct

Directives on social business practice regarding the Compliance with social standards for Sole Runner – Thorsten Ludwig

Preamble

Each individual's human rights and dignity must be respected and protected. Humane living conditions must be provided for every person. This Social Code of Conduct (SCoC) has been formulated in support of the protection of every individual's human rights and liberty. In this SCoC Sole Runner defines and stipulates requirements which have to be implemented by all partners and suppliers. It constitutes the foundation of any co-operation.

1 Voluntary Employment

Voluntariness of employment must be guaranteed. Forced labour, hard labour, slave labour, penal servitude or bondage (serfdom) is forbidden. Any illegal form of employment is prohibited. The identity of each person is to be maintained – i.e. employees cannot be forced to hand over their documents of identity to the employer.

2 Child Labour

Child labour does not take place and is prohibited. By definition, a child is any person younger than 15 years of age (or 14, insofar as the conventions of ILO, International Labour Organisation, allow it). If regional regulations provide for higher age limits they have to be abided by. Every child is to be protected from exploitation and work which may expose it to danger; this also extends to activity which may hinder a child's natural physical, spiritual, moral and social development.

3 Discrimination

Discrimination of any kind is prohibited. Equality and equal opportunities are to be guaranteed for all employees irrespective of race, skin colour, sex, creed, political view, nationality, social background, culture or any other distinctions.

4 Working Conditions

Working conditions must be humane. The aim is the payment of wages which cover the cost of living, insofar as the legal minimum wages are too low to achieve this. Reductions in wages as a disciplinary measure are not permitted. The regular maximum working time per week is 48 hours. Any additional hours must be paid as overtime on the basis of the applicable regulations and / or the applicable industry practices in the region, whichever is the higher. On a regular basis, the weekly working time, including overtime, must not exceed 60 hours. Employees are entitled to at least one day off per week. Physical ill-treatment or threat of the same, degrading and unfair punishment, corporal punishment, sexual or any other form of harassment and intimidation by the employer is strictly forbidden.

5 Safety & Health

A safe and hygienic working environment has to be ensured in accordance with the provided protective measures. Any housing supplied by the employer has to provide for humane living conditions. At a minimum, it has to meet current legal safety standards.

6 Freedom to organise and meet together

The lawful right of the employees to found organisations of their choice, to become members of these organisations and carry out collective bargaining must not be restricted in any manner.

Violation of this Social Code of Conduct (SCoC) coming to the attention of Sole Runner may lead to the termination of business relations.



**Formal Obligation & Declaration of Commitment regarding the compliance
with the Sole Runner Social Code of Conduct (SCoC)**

This is to certify that we have received and taken notice of the Sole Runner Social Code of Conduct (SCoC).

We state and confirm that we have taken notice of and observe the national laws effective in those countries in which we operate. If this is not yet the case we will take action to ensure that compliance is achieved by the time production for the Sole Runner orders. Furthermore, we will ensure that these laws are in accordance with the Sole Runner SCoC.

We state and confirm that we comply with the Sole Runner Social Code of Conduct (SCoC). In addition, we will see to it that all subcontractors receive, take notice of and comply with the Sole Runner Social Code of Conduct (SCoC). This SCoC must be made available to all employees in the language of the country (for example posting / putting up a notice).

Furthermore, we understand that Sole Runner or an authorised representative is entitled undertake unannounced inspections in any relevant businesses/factories including those of subcontractors at any time. In this regard we also state that one-on-one conversations with any workers can take place at any time whether on or off factory grounds.

HINDUSTAN FOODS LTD.,

Name of producer

RAJIV KUMAR BAHADOR

Contact person

Address

HINDUSTAN FOODS LTD.,
R.S.No: 254/1B, Gorimedu-Poothurai Road,
Poothurai Rev. Village,
Vanur T.K-VPM Dist.,

Telephone no. / ~~605 111~~ / 9943308616
(complete number with country and city code)

Date / Legal Signature

10/1/2018

Company stamp



****SA 8000 certificate from producer received

**** Further 'Social Audit' from producer received
to be submitted to Sole Runner with this confirmation!

**This document must be signed by the management of the companies and returned together
with the contract.**