

Cargo Crew Supplier Code of Conduct

Cargo Crew expects suppliers to work towards these standards and supports continuous improvement, recognising that implementation may be phased based on risk and maturity.

Cargo Crew is committed to upholding the highest standards of ethical behaviour, human rights, health and safety, and environmental sustainability across our entire supply chain. This Code of Conduct sets out the principles and minimum requirements that all suppliers, contractors, subcontractors, and other business partners (collectively referred to as "Suppliers") are expected to meet, regardless of where they operate. This Supplier Code of Conduct is based on the principles of the Ethical trading Initiative (ETI) Base Code.

Our goal is to ensure that our operations and those of our suppliers adhere to the ethical standards that reflect our values and protect our reputation. This code also aims to establish common values and guidelines for acceptable behaviours, promoting a culture of integrity and responsibility.

Annual Audits

Cargo Crew requires comprehensive audits to ensure that all suppliers adhere to our standards. These audits are crucial for maintaining transparency and accountability within our supply chain.

Mandatory Audits: Suppliers must undergo annual audits conducted by independent international parties. These audits will examine all aspects of factory operations and living quarters.

Social Audit Reports: Suppliers must provide periodic social audit reports demonstrating compliance with this code. These reports must adhere to Sedex Members Ethical Trade Audit (SMETA) 4-Pillars or Business Social Compliance Initiative (BSCI) standards.

Right to Conduct Audits: Cargo Crew reserves the right to conduct audits, with or without notice, of the supplier's facilities to ensure compliance with this code and any corrective action plans. Suppliers must reasonably facilitate these audits at all times.

Ethical Behaviour

Cargo Crew insists on the highest standards of ethical conduct from its suppliers. This section outlines our expectations for maintaining integrity, fairness, and respect in all business dealings.

This code should align with the local laws in any of the countries where our Suppliers operate and provide guidance on Cargo Crew's expectation of standards and integrity that are required of such Suppliers. Where the provision of law and Cargo Crew principles address the same subject, then the provision which affords greater protection shall control.

Non-Discrimination: Treat all customers, clients, suppliers, co-workers, company management, and the public in a non-discriminatory manner, respecting their rights and dignity. Discrimination, victimisation, or harassment based on race, colour, religion, national origin, age, sex, sexual orientation, marital status, family responsibilities, pregnancy or potential pregnancy,

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union membership or non-membership, mental or physical disability, or any other classification protected by law is strictly prohibited.

Bribery and Corruption: Suppliers must adhere to the Bribery and Corruption policy, which prohibits any form of bribery, illegal payments, kickbacks, or inappropriate gifts. Compliance with international and local laws, including the Australian Criminal Code Act 1995, US Foreign Corrupt Practices Act 1977, and UK Bribery Act 2010, is mandatory.

Conflict of Interest: Suppliers must not abuse their position for private purposes or solicit or accept any gift or benefit that might compromise or be seen to compromise their integrity or the reputation of Cargo Crew.

Health and Safety

Cargo Crew prioritises the health and safety of all workers within its supply chain. Suppliers are required to create and maintain a safe and healthy working environment, ensuring compliance with relevant laws and regulations.

Safe Workplace: Suppliers must provide a safe, hygienic, and healthy workplace in compliance with all applicable laws and regulations. This includes providing PPE, safety equipment, and safe working conditions.

Policies and Training: Suppliers must have policies, systems, and training programs to promote health and safety, prevent injuries, and detect potential hazards. Employees should receive regular safety training, particularly regarding machinery and protective equipment.

Facilities: Ensure adequate ventilation, temperature control, clean toilets, and access to sufficient drinking water. Sleeping quarters, if provided, must be clean, safe, and separate from the workplace, fulfilling basic requirements. Accommodate the needs of pregnant workers.

Human Rights

Cargo Crew is dedicated to the protection and promotion of human rights throughout its supply chain. Suppliers must respect and uphold the fundamental rights of all workers, ensuring fair and ethical treatment. The Supplier shall continuously seek to improve its policies and practices to human rights. The Suppliers must comply with our Modern Slavery & Human Rights Policy. This includes staying informed about best practices and legal developments related to modern slavery compliance. Suppliers must comply with all Anti-Slavery and Modern Slavery Laws and must not engage in any modern slavery practices. All Cargo Crew Suppliers will be audited to ensure that there are no forms of slavery, forced labour, or human trafficking to list a few. Any act or practice where freedom is taken away from the employee is considered modern slavery.

Anti-Slavery: Suppliers must comply with all Anti-Slavery and Modern Slavery laws, ensuring no forms of slavery, forced labor, or human trafficking in the supply chain. Cargo Crew will audit Suppliers to confirm compliance.

Freedom of Association: Workers have the right to join or form trade unions and bargain collectively. Employers must not discriminate against workers' representatives and must facilitate their activities.

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Child Labor: There shall be no child labour. Suppliers must comply with local laws, ensuring the working age is at least 18. Any identified child or underage workers must be immediately remediated in an ethical manner.

Non-Discrimination: There must be no discrimination in hiring, compensation, training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation.

Living Wages: Wages and benefits must meet, at a minimum, national legal standards or industry benchmarks. Workers must be informed about their employment conditions and wages.

Regular Employment: Work must be based on recognised employment relationships established through national law and practice. Obligations to employees must not be avoided through labour-only subcontracting or other arrangements.

Harsh Treatment: Any forms of physical or mental abuse, discipline, threat, sexual or other harassment, verbal abuse, or intimidation are prohibited.

Subcontracting: Cargo Crew does not permit any unauthorised subcontracting. All stages of manufacture, branding and packing of Cargo Crew product must occur in a Cargo Crew authorised, accredited and known factory. Should the need arise for the use of a subcontractor due to capacity issues, or to manufacture specialised components required for the production of our garments, the supplier must inform Cargo Crew in writing for pre-approval. The subcontracting factory must have a current audit report prior to being considered. Cargo Crew can accept or reject this dependent on the results listed in the subcontractors audit accreditation and/or workplace conditions assessment.

Sustainability and Transparency

Cargo Crew is committed to sustainable practices and transparency within its supply chain. Suppliers are expected to adopt environmentally responsible practices and provide full disclosure of their operations. Our objectives is to ensure that all levels of management embrace the principles of sustainable development and nurture an environmentally conscious culture.

Environmental Commitment: Suppliers must comply with all local and relevant environmental regulations, managing operations to minimise pollution, waste, and energy consumption. Suppliers should set environmental performance targets and report annually on practices like air emissions, waste management, and energy use.

Restricted Substances: Follow Cargo Crew's restricted chemical/substance list and comply with government mandates such as California Proposition 65 and the EU's REACH. Furthermore, to ensure fabrics are free from harmful substances and chemicals, Cargo Crew's key suppliers are certified Oeko-Tex® Standard 100 and the company is prioritizing collaborations with certified factories. We highly encourage our current suppliers to have a work plan to achieve Oeko-Tex® Standard 100 certification.

Supply Chain Transparency: Suppliers must disclose all factories and relevant certifications. Inform Cargo Crew of any supply chain changes in writing before production. Cargo Crew may publish supplier information, including audit dates and certifications.

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Sourcing Restrictions: Suppliers must not source from regions with high risks of forced or child labour or war zones. Furthermore, Cargo Crew prohibits the sourcing of cotton from China's Xinjiang region, Syria, Uzbekistan, Turkmenistan. We expect suppliers to notify Cargo Crew if they are sourcing from above regions and propose remedial actions within 30 day of signing the Supplier Code of Conduct.

Compliance and Remedial Actions

Cargo Crew expects suppliers to adhere strictly to this code. In case of non-compliance, suppliers are required to take prompt remedial actions. Cargo Crew reserves the right to take necessary measures, including termination of the business relationship, in the event of serious or prolonged breaches.

Notification of Non-Compliance: Suppliers must notify Cargo Crew of any non-compliance and propose remedial actions within 14 days.

Corrective Action Plans: Cargo Crew may request corrective action plans for breaches. For serious or prolonged non-compliance, Cargo Crew reserves the right to terminate the business relationship.