



Code of Conduct

Striking the balance between people, profit and planet.

Aurum Organic Klothng, LLC has a strong commitment to compliance with the legal requirements that apply to our business and to the products that we sell. One unwavering rule lies at the core of our business philosophy: we will conduct our businesses in strict compliance with both the letter and the spirit of the law and to the highest standard of ethics.

To this end, Aurum Organic monitors strict guidelines for our supply chain, including our agents and the manufacturers and suppliers of the goods we buy.

As a condition of doing business with Aurum Organic, manufacturers and suppliers must agree to comply with all applicable laws and regulations, including those related to the manufacture and distribution of products sold to consumers in the United States. We also require all suppliers to impose this same obligation on their contractors. In addition, we require vendors to abide by this standard Corporate Policy and Code of Conduct related to labor and employment practices. Aurum Organic believes our customers can have confidence that merchandise manufactured in compliance with these standards is not produced under exploitative or inhumane conditions.

Labor Law Compliance – Aurum Organic expects its manufacturers and suppliers to take all steps necessary to ensure legal compliance in the facilities where they produce merchandise for Aurum Organic, whether the facilities are operated by them or by their contractors. Such steps should include programs and procedures, through monitoring or other means, specifically designed to maintain labor compliance in these facilities. If there is credible evidence indicating that one of Aurum Organic manufacturers or suppliers, or one of their contractors, is violating the legal compliance provision of our contracts, Aurum Organic may suspend current business activity, cancel outstanding orders, prohibit subsequent use of the violating factory, or terminate its relationship with the supplier.

Forced Labor – Aurum Organic will not work with the manufacturers and suppliers that use forced labor, whether in the form of prison labor, indentured labor, or other types of compulsory labor.

Child Labor – Aurum Organic will do business only with the manufacturers and suppliers which comply with local laws governing child labor or which agree not to employ anyone younger than the age for completing compulsory education in the country of manufacture. Aurum Organic supports the development of legitimate workplace apprenticeship programs for the educational benefit of younger people.

Disciplinary Practices – Aurum Organic manufacturers and suppliers must agree to treat their employees with respect and dignity and agree not to use corporal punishment or other forms of mental or physical coercion.

Health and Safety – Aurum Organic will do business only with manufacturers and suppliers that provide their employees with a safe and healthy working environment. Vendors which provide residential facilities for their workers must provide safe and sanitary facilities.

Discrimination – While Aurum Organic recognizes and respects the cultural differences found in the global marketplace, we believe that workers should be employed on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs. Aurum Organic favors manufacturers and suppliers, which share this value.

Wages and Benefits – Aurum Organic recognizes that wages are essential to meeting employees' basic needs and will only do business with companies that both provide legally mandated benefits and pay employees at least the minimum wage required by local law or the prevailing industry wage, whichever is higher.

Working Hours and Overtime Pay – Aurum Organic will do business only with manufacturers and suppliers who (1) do not require their employees to work more than 60 hours per week on a regularly scheduled basis, except for appropriately compensated overtime in compliance with local laws, or the maximum number of regular and overtime hours allowed by the law of the country of manufacture, whichever is less, and (2) provide employees with at least one day off in every seven day period. In addition to their compensation for regular hours of work, employees of Aurum Organic manufacturers and suppliers must be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.

Environmental Conservation – Aurum Organic will continue to obtain an understanding of ecological diversity and the importance of maintaining and protecting the natural environment. At our own initiative, we will proactively engage in daily activities to help protect the global environment, and will contribute to the realization of a sustainable society.

Fair Competition and Transactions -We will conduct transactions properly and engage in fair, transparent, and free competition. Moreover, we will never provide improper benefit to public servants, politicians, or governmental organizations.

Separation of Personal Affairs from Business - We will clearly separate our personal and business activities, and will not engage in improper use of any social position, authority, or standing that we may have.