

## **BUSINESS PARTNER & SUPPLIER Code of Conduct**

The Fixer Lifestyle Group believes that ethical, social and environmental performance is a fundamental component of the excellence of the products and services delivered to our clients.

The Fixer Lifestyle Group is committed to complying with all applicable laws, regulations and national and international conventions, as well as with best practices, in particular with regards to ethics, human rights, social responsibility and protection of the environment. The Fixer Lifestyle Group expects its business partners & suppliers to apply the same respect for applicable laws and ethics principles as they do in the management of their own companies.

The Fixer Lifestyle Group urge compliance with these standards by all its business partners & suppliers, their workers, their production facilities, their offices, their shops, their subcontractors and their own suppliers.

In the event of any violation of this Business Partner & Supplier Code of Conduct by the business partner or one of its suppliers or subcontractors, The Fixer Lifestyle Group reserves the right to review the business relationship and possibly terminate it in conformity with applicable law, even if there is no written contract formalizing this relationship, without prejudice to the other rights of The Fixer Lifestyle Group or remedies it might seek.

### **HUMAN RIGHTS**

The Fixer Lifestyle Group requires its business partners & suppliers to make their best effort to respect human rights in their conduct:

- Prohibition of child labour: Work by children under the age of 16 is strictly prohibited. In countries where local laws set a higher age for child labour or set an age for completion of compulsory education higher than 16, the highest age is applicable.
- Prohibition of forced labour: Any use of forced labour, slavery, servitude or trafficking in human beings by our suppliers, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, is strictly prohibited. All workers are entitled to accept or leave their employment freely. Business partners & suppliers may not require workers to work to repay a debt owed to them or to a third party.
- Prohibition of harassment and abuse: We expect our suppliers to treat their workers with respect and dignity. Our business partners & suppliers may not tolerate or engage in any form of corporal punishment, physical, sexual, verbal or psychological harassment or any other kind of abuse.
- Prohibition of discrimination: Our suppliers may not engage in any kind of discrimination –in particular with regards to wages, hiring, access to training, promotion, maternity protection and dismissal –based on sex, race or ethnic origin, religion, age, disability, sexual orientation, political affiliation, union membership, nationality, gender identity or social background.

### **LABOUR STANDARDS AND SOCIAL RESPONSIBILITIES**

The Fixer Lifestyle Group expects its business partners & suppliers to exhibit exemplary social responsibility in their conduct.

- Prohibition of illegal, clandestine and undeclared employment: Our business partners & suppliers are required to comply with all applicable regulations to prevent illegal, clandestine and undeclared employment.
- Wages and benefits: Our business partners & suppliers must at minimum pay wages on a regular basis and no less than monthly, compensate workers for overtime hours at the legal rate and meet all legal requirements relating to worker benefits.

–Working hours: Our business partners & suppliers must comply with all local laws and regulations applicable with respect to working hours, which shall not in any case exceed the maximum set by internationally recognized.

–Ensuring health and safety: Our business partners & suppliers are expected to provide their workers with a safe and healthy workplace environment in order to avoid accidents or bodily injuries which may be caused by, related to, or result from their work, including during the operation of equipment or during work-related travel.

## **ENVIRONMENTAL REGULATIONS AND PROTECTION**

The Fixer Lifestyle Group takes concrete measures to protect the environment within the scope of a specific program which includes cooperation with its business partners & suppliers to ensure application of best practices throughout the supply chain. The Fixer Lifestyle Group expects its suppliers to share this commitment.

It encourages initiatives by its business partners & suppliers to reduce the environmental impact of their activities, notably through the use of green technologies whenever possible.

## **INTEGRITY**

The Fixer Lifestyle Group requires exemplary integrity from its business partners & suppliers in the conduct of their business activities.

–Legal requirements: We expect our business partners & suppliers to act in full compliance with local, national and international laws in the conduct of their business

–Prohibition of all forms of corruption: The Fixer Lifestyle Group applies a zero-tolerance policy concerning corruption and trading in influence. We expect our business partners & suppliers to respect all applicable laws concerning corruption.

–Prevention of conflicts of interest: We require our business partners & suppliers to comply with all applicable laws concerning conflicts of interest and to make every effort to prevent the occurrence of situations that create a conflict of interest within the scope of their business relationship with The Fixer Lifestyle Group.

–Prohibition of money-laundering and finance of terrorism: Money-laundering can occur where an action is taken to mask the true origin of money or assets that are connected to criminal activity. We require our business partners & suppliers to commit to taking all appropriate measures to prevent their operations from being used as vehicles for money-laundering.

–Confidentiality: Our business partners & suppliers must be committed to taking all necessary measures to guarantee the confidentiality of professional secrets and other non-public information they receive in the course of their business relationship with The Fixer Lifestyle Group.

–Protection of personal information: We require our business partners & suppliers to comply with all applicable Data Protection laws and regulations concerning the protection of personal information.

–Trade restrictions and international sanctions: We require our business partners & suppliers to respect international trade restrictions and sanctions, taking into account any changes in these measures, as well as all laws and regulations concerning export controls.

–Gifts and invitations: Gifts or invitations may be considered acceptable expressions of courtesy within the context of good business relations if limited in scope and value, given openly and transparently, permitted under applicable local law, customary in the location in which they would be given, provided to reflect esteem or gratitude, and not offered with an expectation that something will be offered in return.

–Protection of assets: Our business partners & suppliers are required to take all necessary measures to protect the resources and assets of The Fixer Lifestyle Group, in particular its intellectual property rights



–Public statements: We expect our business partners & suppliers to be extremely attentive to their public statements, particularly on the Internet and in social media, and to ensure that any statements are not attributed to The Fixer Lifestyle Group, and are consistent with the business partners & suppliers' commitment to both confidentiality and professional secrecy.

### **Clients & Employees**

The supplier or partner will not attempt to recruit employees from TFLG for a period of 2 years after the termination of the contract. Such an attempt will result in the termination of being our supplier and put our employees and contractors in breach of their terms.

Also suppliers commit to being full transparent when working with our clients and agree to not approach them directly following an introduction by ourselves to the client. Should they approach clients or be approached by a client then the supplier has a duty to fully report this to The Fixer Lifestyle Group.