

# OUR SOCIAL COMPLIANCE COMMITMENT

Stanley/Stella is only working with State-of-the art factories, which all strictly apply the Code of Conduct from the International Labour Organisation (ILO).

We ensure that workers are decently paid, that there is **no gender discrimination**, and also that **building and fire safety standards** are followed completely. A Stanley/Stella team of 15 persons in Dhaka has a daily control on these demanding requirements in each of our partners factories.

To help us to achieve our high social standards, we are an active member of the **Fair Wear Foundation (FWF)**, a Dutch independent organization aiming at improving workers conditions of labour in the garment industry worldwide. We are highly rated by FWF (Leader company) as they recognize our real commitment and the positive impact of our concrete local actions.

The eight standards at the heart of the FWF Code of Labour Practices include: employment is freely chosen, no discrimination in employment, reasonable working hours, no exploitation of child labour, freedom of association and the right to collective bargaining, payment of a living wage, safe and healthy working conditions and a legally binding employment relationship.