

Fang Standard Social Compliance Program

General Practice

Fang Fashion will only work with business associates who comply with all applicable national, state, and local laws and regulations.

Employment Standards

CHILD LABOR

Fang Fashion will only work with business associates who do not use child labor. The term “child” refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country of manufacture, whichever is greater. Fang Fashion supports the development of legitimate workplace apprenticeship programs, which comply with all laws and regulations applicable to such apprenticeship programs.

FORCED LABOR

Fang Fashion will only work with business associates who do not use forced or involuntary labor. Fang Fashion will not purchase materials that were produced by forced, bonded, indentured or prison labor, and will terminate business relationships with any sources that utilize such labor.

DISCRIMINATION

Fang Fashion will only work with business associates who do not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political affiliation, or disability.

DISCIPLINE, HARASSMENT OR ABUSE

Fang Fashion will only work with business associates who treat every employee with respect and dignity, and who will not use corporal punishment, threats of violence or other forms of mental or physical coercion and harassment. In addition, business associates will not use monetary fines as a disciplinary practice.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Fang Fashion will only work with business associates who respect the rights of all employees to join organizations of their own choosing and to lawfully organize and bargain collectively without fear of penalty or interference. In all events, business associates will develop procedures whereby their employee’s can express grievances without fear of retaliation.

WORKING HOURS AND OVERTIME

Fang Fashion will only work with business associates who ensure that all work hours are in compliance with applicable national laws and regulations. In any event, employees shall not be required to work more than 48 hours per week with at least one day off for every seven day period; overtime must be voluntary and not to exceed 12 hours per week on a regular basis.

WAGES AND BENEFITS

Fang Fashion will only work with business associates who, at a minimum, comply with all applicable wage and hour laws, regulations and industry standards, including those relating to minimum wages, overtime wages, piece rates and other elements of compensation, and provide legally mandated benefits.

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Health & Safety

Fang Fashion will only work with business associates who provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations and designed to prevent accidents and injuries arising out of or occurring during the course of work. Business associates must provide the same standard of health and safety in any housing that they provide for employees.

Environment

Fang Fashion will only work with business associates who comply with all applicable environmental laws, regulations and industry standards.

Subcontracting

Fang Fashion will only work with business associates who do not engage any sub-contractor to perform any work for Fang Fashion products or components without Fang Fashion's written approval, and only after the sub-contractor has agreed to comply with this Code of Conduct.

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Notification to Employees: Business associates shall notify employees of the terms of these standards and post the terms in the local language, in a prominent place accessible to all employees.

Management System: Business associates commit to develop implementation plans, training, third-party monitoring, and corrective action programs to effectuate the principles set forth in the Fang Fashion Code of Conduct. Each business associate shall designate one or more of its management staff to be responsible for implementation and monitoring for compliance with the standards laid out in this code of conduct within production facilities, and the production facilities of its subcontractors.

Inspections: Fang Fashion reserves the right to conduct or have its designee conduct unannounced inspections of suppliers' and their business practices, records, facilities, and, where provided by supplier, housing accommodations, as well as private interviews with employees. Business associates will keep all information necessary to document compliance with these standards readily accessible. Any business associate who refuses to allow such inspections or interviews, or refuses to take necessary corrective actions to promptly remediate any noncompliance, is subject to immediate termination of its status as an approved supplier.

DOCUMENT HISTORY

Version 1.0- released October 30, 2010