

## **1. Brintons Code of conduct**

We are committed to:

- a standard of excellence in every aspect of our business and in every corner of the world;
- ethical and responsible conduct in all of our operations;
- respect for the rights of all individuals; and
- respect for the environment.

### **Child Labour**

Will not use child labour.

The term “child” refers to a person younger than 18 years.

### **Involuntary Labour**

Company will not use any forced or involuntary labour, whether prison, bonded, indentured or otherwise.

### **Coercion and Harassment**

Company will treat each employee with dignity and respect, and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.

### **Non-discrimination**

Company will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.

### **Association**

Company will respect the rights of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference.

### **Health and Safety**

Company will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring at a minimum, reasonable access to potable water and sanitary facilities, fire safety, and adequate lighting and ventilation.

### **Compensation**

We expect Company to recognize that wages are essential to meeting employees’ basic needs. Company will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits. If local laws do not provide for overtime pay, Company will pay at least regular wages for overtime work. Except in extraordinary business circumstances, Company will not require employees to work more than 48 hours per week and overtime hours allowed by law

In addition, except in extraordinary business circumstances, employees will be entitled to at least one day off in every seven-day period.

**Protection of the Environment**

Company will comply with all applicable environmental laws and regulations.

**Other Laws**

Company will comply with all applicable laws and regulations, including those pertaining to the manufacture, pricing, sale and distribution of merchandise.

All references to “applicable laws and regulations” in this Code of Conduct include local and national codes, rules and regulations as well as applicable treaties and voluntary industry standards.

**Publication**

Company will take appropriate steps to ensure that the provisions of this Code of Conduct are communicated to employees, including the prominent posting of a copy of this Code of Conduct, in the local language.

Satish Karanjkar

Manager HR & Admin

Brintons Carpets Asia Pvt. Ltd.

24th July 2013