



EnviraBags Ethics & Sustainability Policy

Introduction

At EnviraBags our products are intended to give our buyers and their consumers worldwide socially responsible, environmentally sustainable alternatives to the single-use plastic bag.

We design, manufacture and import products in partnership with our contracted producers and suppliers. We are committed to ensuring that our products come from suppliers who maintain satisfactory working conditions and, at a minimum, comply fully with the legal requirements and the labour, health and safety standards where production takes place. We believe that strong corporate social responsibility is essential and we require all of our suppliers and producers to sign up to the following policy.

The Policy

At EnviraBags, our suppliers and producers have agreed to:

1. Prohibit Child Labor:

Having no workers under the age of 15; minimum lowered to 14 for countries operating under the ILO Convention 138 developing-country exception; remediation of any child found to be working;

2. Avoid Forced Labor:

Disallowing forced labor, including imprisonment or debt bondage labor; no lodging of deposits or identity papers by employers or illegal outside recruiters shall be used;

3. Uphold Health and Safety Standards and Practices:

By providing a safe and healthy work environment; and to take steps to: prevent injuries; provide regular health and safety worker training; implement a system to detect threats to health and safety; provide access to bathrooms and potable water;

4. Allow Freedom of Association and Rights of Collective Bargaining:

Allowing and respecting the right of workers to form and join trade unions and bargain collectively (where law prohibits these freedoms, facilitate parallel means of association and bargaining);

5. Discourage Discrimination:

As far as possible, prevent discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age and permit no sexual harassment;

6. Ban Harsh Discipline:

Disallowing corporal punishment, mental or physical coercion or verbal threats or abuse in the work place;

7. Set Reasonable Working Hours:

Comply with the applicable law but, in any event, permit to be worked no more than 48 hours per week with at least one day off for every seven day period; pay voluntary overtime pay at an agreed rate and not to exceed 12 hours per week on a regular basis; overtime may be mandatory if part of a collective bargaining agreement;

8. Provide Sustainable Remuneration and Compensation:

Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families; no disciplinary, unlawful or unjust deductions;

9. Utilise Effective Human Resource / Business Management Systems:

By integrating the above standards into management systems and practices; to keep them under review and allow EnviraBags to monitor compliance with this code.

Supplementary Notes:

(i) We will take all reasonable, practical steps and reserve the right to assess our suppliers to ensure that the required standards are being met.

(ii) We will only trade with those suppliers who are open to the process of assessment and in compliance or working towards compliance with our code if they do not already do so. In the event of any supplier failing to do so, we maintain the right to end the business relationship and cancel outstanding orders.

(iii) We do however recognise that in the event of non-compliance, withdrawal of our business may cause severe hardship to those employed and in cases where this situation applies we will therefore seek to work with our suppliers to achieve compliance within a reasonable timeframe.

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For further information please contact us.

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