

CODE OF CONDUCT



Rofa Bekleidungswerk GmbH & Co. KG, believes in the importance of social commitment, environment protection and sustainability as pillars of our modern society. The main purpose of Rofa Bekleidungswerk GmbH & Co. KG is to merge the very essence of economic, environmental and social responsibility.

Hereinafter you will find our basic requirements towards our suppliers. Nevertheless, these shall not be considered as mere top requirements but implemented as far as possible.

1. Scope

The current Code of Conduct is the fundament of our business relation with all the national and international partners of Rofa Bekleidungswerk GmbH & Co. KG. The Code of Conduct is binding for both Rofa Bekleidungswerk GmbH & Co. KG itself as well as all our suppliers and commissioned affiliates.

2. Laws compliance

In each and every production site, the valid local and international laws and regulations set the industry specific minimal standards. The full compliance with the said Code of Conduct along with the valid norms shall not be voided by any labour contract or similar documents.

3. Health and occupational safety

The business partners, the suppliers and Rofa itself will endeavour for a safer and healthier labour environment.

All appropriate measures must be undertaken in order to avoid, to the greatest possible extent, the specific labour injuries or illnesses. Therefore, it is important to periodically inform the personnel upon labour injuries and occupational hazards safety, and provide periodical occupational safety training for the relevant staff. Records can be kept if deemed necessary.

The very basic requirements such as clean restrooms and permanent access to fresh water are compulsory, as well as a convenient temperature in all production areas, nonetheless, the temperature must not affect the manufactured articles quality.

4. Non-Discrimination

Discrimination of any kind during the selection of personnel or the employment period is strictly forbidden. Expressly prohibited are any differentiation, exclusion or favouritism based on the following criteria:

- race, caste, colour, gender, age, religion, political affiliation, union membership, ethnicity, social or national ancestry or any further personal characteristics.

5. Freedom of association and open collective bargaining

The employees are entitled to establish and or constitute specific unions or associations in order to promote and protect their interests. The employee's right to freely join, act on behalf of any unions or organisations and also the decision to support their actions shall be observed, as long as the said employee job activities and performance quality will not be in any way infringed by such actions.

If national or local laws limit both the freedom of association and the free collective negotiations, alternatively the employees shall at least be granted the right of free representatives appointed for the negotiations.

6. Freely chosen employment

Rofa Bekleidungswerk GmbH & Co. KG has zero tolerance for all form of forced, bonded or indentured labour, serfdom or slavery similar constraint. The employment will occur only on voluntary basis.

7. Corrective action process

All employees will be treated with respect and dignity. Sanctions, fines and any further penalties and disciplinary actions are only allowed in compliance with the valid national and international regulations and observance of international accredited human rights. It is strictly forbidden to exercise any harm, coercion, sexual harassment, and/or physical/psychological molestation towards any employee.

8. Working hours and benefits

Each employee will be fairly paid, according to the personal performance.

Rofa will not accept a payment below the national set Minimum Wage level.

Furthermore, the employees shall be paid on a regular basis.

The working period shall not exceed the legal regulations stipulated for the respective country. All employees are entitled to holidays according to the local laws in force.

9. Child labour avoidance

Child labour or any kind children or youngsters exploitation is not tolerated. We expect nothing less than a strict compliance with the local laws concerning the child protection provisions and regulations regarding the appointment of underage apprentices.

One must ascertain the scrupulous compliance with the child labour interdiction.

10. Environment

Fundamentally, all rofa textiles and accessories are tested and certified according to Öko-Tex Standard 100 (class 2 skin contact products). This guarantees the minimisation of the potential risks caused by health harmful substances in correlation with our products.

For rofa Bekleidungswerk GmbH & Co. KG the environment protection is one of the components of main concern.

Accordingly, we expect no less from our business partners, meaning continuous and steady actions against environment pollution, defined by clear onset procedures and scrupulous compliance with the regulations regarding the dangerous chemical substances handling and disposal, and finally the waste management standards. The protection and safeguard of natural resources must be beard in mind; we are committed to promoting an environmental and socially responsible production.

11. Compliance certificate

The current, mandatory Code of Conduct upon social responsibility, agreed with all the affiliates and suppliers of Rofa Bekleidungswerk GmbH & Co. KG is also valid for all rofa subsidiaries and registered trademarks of these companies.

Silke Kamps
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