

COMMITMENT CHARTER



WORKING CONDITIONS AN EXEMPLARY CODE OF CONDUCT

A sustainable and ethical approach

- By committing to respect and to make the factories respect the **FAIR WEAR FOUNDATION** Labor Code
- By working with its factories in the continued efforts to improve working conditions
- By signing the charte de la Fédération Française des Professionnels de la Communication par l'Objet (**2FPCO**) and of the European Promotional Products Association (**EPPA**)

RESPECT

- Follow up and control of the working conditions by audits performed by independent external suppliers.

HYGIENE, HEALTH & SAFETY

- Improved hygiene and health through an integrated medical center.
- Control of the electrical installations and the robustness of the buildings...

EDUCATION & TRAINING

- Continuous education and training of staff



PROTECTION STRICT RESPECT OF THE GENEVA CONVENTION AND RESPECT FOR THE ENVIRONMENT

CHILDHOOD

- SOL'S ensures strict compliance to **THE GENEVA CONVENTION** for the non-child labor.

HEALTH AND SAFETY OF CONSUMER

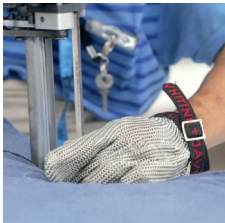
- We abide by the rules in force, most particularly for the terms and conditions regarding toxicity of «The Consumers' Health and Safety» in

collaboration with the **IFTH** for REACH.

- Non-use of toxic dyes guaranteed by **Oeko-Tex CERTIFICATES: N°CQ 1094/1** for our polo shirts in 100% cotton (white and dyed), cotton/viscose (ash and grey), our T-shirts in 100% cotton and cotton elastane (white and dyed), cotton/viscose (ash and grey), our fleece jackets and women moss crepe shirts **BRIDGET** and **BETTY** in 100% polyester (white and dyed), our pullovers in acrylic/cotton (white and dyed).

ENVIRONMENT

- An environmental approach by joining the **Sustainable Apparel Coalition (SAC)**: Monitoring the consumption of energy and water, and the waste management so as to reduce their environmental impact.



QUALITY CONTROL OF ALL THE PRODUCTION

CONTROL

SOL'S analyses, checks and tests throughout its manufacturing process in accordance with **standard ISO 2859-1:1999**.

TRACEABILITY

All our items in stock can be fully traced using a batch numbering system.

The quality and traceability of our 100% organic cotton textile items and bags carry **ORGANIC CONTENT STANDARD** certification awarded by **CONTROL UNION (CU815208)**.

Items carrying **OCS100** certification: plain colours for **ORGANIC MEN**, **ORGANIC WOMEN**, **ORGANIC KIDS**, **ORGANIC BAMBINO**, **ORGANIC ZEN**, **MIL0 MEN**, **MIL0 WOMEN** and **MIL0 KIDS**.

Items carrying **OCS BLENDED** certification: grey marl colour for **MIL0 MEN**, **MIL0 WOMEN** and **MIL0 KIDS**.



SERVICE AT SOL'S, SERVICE COMES FIRST

PERMANENTLY AVAILABLE STOCK

- High levels of stock with over **25 million items**.

LOGISTICS
Certified **ISO 9001:2008**
«logistics and transport»

- To ensure optimum service, our logistics operations are based close to the major European port of Le Havre (France).
- We use the latest technology to process orders round the clock and handle incoming shipments.

SPECIAL ORDERS

- We offer a dedicated special order service.



VALUES AN ETHICAL SOCIALLY-MINDED APPROACH INVOLVED WITH NGOS AND OTHER ASSOCIATIONS

NGOS & ASSOCIATIONS

- Financing of the Bangladesh hospital in Agarasindhur, ongoing support to the empowerment of women and children (NGO NARI UDDUG KENDRA [NUK]).

- Supporting the **ORPHANAGE SREEPUR VILLAGE SHISHI POLLI PLUS** and other actions and donations.



CERTIFICATION ISO 9001: 2015

Our ISO 9001 'Quality Management' certification was renewed, under the more stringent 2015 version.



CERTIFICATION ISO 50001: 2011

Certification obtained according to the requirements of ISO 50001: 2011 for 'Direct and Indirect Energy Management'.



BUYING A SOL'S PRODUCT MEANS:

HELPING NGOS in their fight against hunger. **SUPPORTING** emancipation and the rights of women in Bangladesh. **DEFENDING** basic human values. **PARTICIPATING** strongly in the work of charities and improving living conditions. **FINANCING** hospital care with SOL'S. **PROTECTING** children from child labor and respecting the minimum working age. **IMPROVING AND FINANCING** the recycling of waste water from dyeing. **PROMOTING** the development of sustainable systems.

In witness of the commitment, principles and values of all SOL'S employees.

The Chairman,



All items, certificates and guarantees referred to are available for download on the site sols-europe.com