



RIVIX VENDOR CODE OF CONDUCT

Rivix is committed to responsible sourcing, ethical manufacturing, and safe working conditions. This Vendor Code outlines the minimum standards required for all suppliers.

1. Employment Relationship Suppliers must maintain fair labor practices and treat workers with respect.
2. Compliance with Laws Suppliers must comply with all labor, wage, safety, and environmental laws.
3. Forced Labor No forced, trafficked, or involuntary labor is permitted.
4. Child Labor Workers must meet legal age requirements. Age documentation is required.
5. Harassment Abusive or coercive behaviour is prohibited.
6. Non-Discrimination Employment decisions must be merit-based.
7. Freedom of Association Workers may participate or not participate in collective dialogue.
8. Compensation Legal wages, overtime, and written records are required.
9. Working Hours Hours must comply with law. One rest day per seven is required.
10. Health and Safety Suppliers must maintain safe working conditions and proper emergency procedures.
11. Environmental Suppliers must manage waste, water, emissions, and chemicals responsibly.
12. Procurement Ethics No gifts or incentives may influence Rivix purchasing decisions.
13. Anti-Bribery Suppliers must prohibit corruption and improper payments.
14. Subcontracting No subcontracting without Rivix approval.
15. Ethical Cotton Cotton must be sourced from regions free of labour-risk concerns.
16. Ethical Minerals Any mineral components must be responsibly sourced.
17. Sustainability Suppliers should reduce waste, improve efficiency, and adopt sustainable practices.
18. Trade Compliance Accurate customs and trade documentation is required.
19. Facility Security Suppliers must secure facilities and shipments.

20. Audit Rights Rivix may audit facilities with or without notice.

21. Posting Requirements Suppliers must share this Code with workers and post it visibly.

ATTESTATION & SIGNATURE

This confirms acceptance and enforcement of the Rivix Vendor Code of Conduct.

Sayem Khan

Founder, Rivix Apparel Ltd.

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RIVIX

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