

RIVIX



VENDOR CODE OF CONDUCT

ISSUED: JANUARY 2026 | **REVIEW CYCLE:** ANNUAL | **DOCUMENT OWNER:** OPERATIONS

RIVIX is committed to responsible sourcing, ethical manufacturing, and safe working conditions.

This Vendor Code of Conduct outlines the minimum standards required of all suppliers, contractors, and subcontractors producing goods or services for RIVIX.

1. Employment Relationship

Suppliers must maintain fair labour practices and treat all workers with dignity and respect.

2. Compliance with Laws

Suppliers must comply with all applicable labour, wage, health and safety, environmental, and employment laws.

3. Forced Labour

Forced, trafficked, bonded, or involuntary labour is strictly prohibited.

4. Child Labour

Workers must meet legal minimum age requirements. Verifiable age documentation is required.

5. Harassment

Harassment, abuse, intimidation, or coercive behaviour is prohibited.

6. Non-Discrimination

Employment decisions must be based on merit, qualifications, and ability.

7. Freedom of Association

Workers have the right to participate or not participate in lawful collective dialogue.

8. Compensation

Suppliers must pay legally required wages, overtime, and benefits, with accurate written records.

9. Working Hours

Working hours must comply with applicable law. At least one rest day per seven days is required.

10. Health and Safety

Suppliers must provide safe working conditions, emergency preparedness, and appropriate training.

11. Environmental Responsibility

Suppliers must responsibly manage waste, water, emissions, and chemicals in compliance with law.

12. Procurement Ethics

Gifts, incentives, or favours intended to influence RIVIX business decisions are prohibited.

13. Anti-Bribery

Suppliers must prohibit corruption, bribery, and improper payments in any form.

14. Subcontracting

Subcontracting is not permitted without prior written approval from RIVIX.

15. Ethical Cotton

Cotton must be sourced in compliance with applicable laws and recognized labour-risk regulations and standards.

16. Ethical Minerals

Any mineral components must be responsibly sourced in accordance with applicable Conflict Minerals regulations.

17. Sustainability

Suppliers are encouraged to reduce waste, improve efficiency, and adopt sustainable practices.

18. Trade Compliance

Accurate and complete customs, import, export, and trade documentation is required.

19. Facility Security

Suppliers must maintain reasonable security measures to protect facilities and shipments.

20. Audit Rights

RIVIX reserves the right to audit supplier facilities, with or without prior notice.

21. Posting Requirements

Suppliers must communicate this Code to workers and post it in a visible and accessible location.

Enforcement

Failure to comply with this Code may result in corrective action, suspension, or termination of the business relationship.

ATTESTATION & SIGNATURE

This confirms acceptance, implementation, and enforcement of the RIVIX Vendor Code of Conduct.

Sayem Khan

Founder, Rivix Apparel Ltd.

Date: January 2026
