

AARNA ROOTS LLC

Supplier Code of Conduct — Summary

Draft Template — baseline standard applied across our factory network

Purpose

This Supplier Code of Conduct sets out the minimum standards Aarna Roots expects from every factory in its sourcing network, across labour practice, health and safety, environmental management, and business ethics. It is disclosed to buyers as a summary of our factory qualification baseline.

Labour Standards

- No use of child labour or forced labour, in line with applicable ILO conventions.
- Freely chosen employment; no retention of identity documents.
- Wages meet or exceed applicable legal minimum and industry benchmark standards.
- Working hours comply with local law and recognized industry limits.
- Freedom of association respected within the bounds of local law.

Health & Safety

- Safe working conditions, including fire safety, structural integrity and emergency preparedness.
- Access to clean drinking water, sanitation, and first-aid facilities.
- Personal protective equipment provided where required by the process.

Environmental Management

- Compliance with applicable environmental permits and regulations.
- Responsible chemical management and wastewater treatment where applicable.
- Encouragement of resource efficiency and waste reduction practices.

Business Ethics

- No bribery, corruption, or facilitation payments.
- Accurate and transparent record-keeping for audit purposes.
- Grievance mechanisms available to factory workers.

Verification

Adherence is verified through a combination of third-party audit frameworks (BSCI, SEDEX/SMETA, WRAP, or buyer-specified equivalents) and Aarna Roots' own factory qualification process. Audit status is disclosed per factory, on request, during vendor mapping.

This document summarizes our baseline expectations. Specific buyer codes of conduct, where more stringent, take precedence for that buyer's orders.