



Code of Conduct

Introduction and purpose

The purpose of this document is to ensure that business partners of Tailor Store Sweden AB and/or Tailor Store International (pvt) Ltd (both companies ref to as TS) comply with this code of conduct.

Whereas TS manufactures all made-to-measure products in an owned and operated factory in Sri Lanka where working conditions and environmental conditions are managed in line with local and national requirements TS buy raw material as well as ready made products from external suppliers and in these cases have no direct control of the above mentioned conditions. These suppliers are often located in relatively low cost countries and we know, based on history and media reports, that there is a risk that suppliers do not operate in alignment with legal requirements when it comes to working or environmental conditions. In order to minimize these risks and ensure, to the extent possible, that all products that TS bring to the market are manufactured under acceptable working conditions by sub-contractors that care for the environment and respect ethical standards and local regulations the approval of the below described way of conducting business is a requirement to become a supplier of TS.

Tailor Store – the company

The company was founded in 2003. Since May 2006 Tailor Store Sweden AB is the legal entity owning and operating the business. The company is based in Helsingborg, Sweden. A subsidiary, Tailor Store International (pvt) Ltd, is based in Sri Lanka where production of all made-to-measure products take place in an owned and operated factory.

Our vision is "Tailor Store will dress the world in customized clothing by being the natural choice for online shopping of made-to-measure wear, quality clothing and accessories. Tailor Store will capture a significant share from the traditional retail clothing market."

Tailor Store will, with the use of leading edge e-commerce solutions and a value offer, make online shopping of high quality custom wear as well as other clothes and accessories convenient, secure and fun.

Summary of our Code of Conduct

It is our objective to provide return for our shareholders in a socially and environmentally responsible manner. We are committed to minimising the environmental impact of our operations and our products through the adoption of sustainable practices and continuous improvements in environmental performance. As a minimum we comply with the relevant environmental laws in the local community where we operate. We are committed to respecting ethical standards and local regulations when it comes to minimum salaries, working conditions and social security in all our work locations.

Supplier focus

We want to offer our customers high quality products manufactured under acceptable working conditions by sub-contractors that care for the environment and respect ethical standards and local regulations.

We expect our suppliers to work with us in meeting our environmental and social objectives. For our key suppliers of goods and services this document is an integral part of our contractual agreements and reviews.

We will, to the extent possible, monitor the performance of our sub-contractors and will only maintain cooperation with contractors who are performing in alignment with this code of conduct.

Our ambition is to build long term relations with our suppliers that share our commitment to promote good practices as described in this document.

General requirement

Suppliers must comply with national and local laws and regulations and with international conventions concerning social and working conditions, child labour and the protection of the environment.

Human rights

TS expects its suppliers to respect fundamental human rights and to treat their workforce fairly and respectfully. Suppliers should at all times

1. ensure that no child labour is used (child is defined as below 15 years of age or 14 years of age in countries covered by article 2.4 in the ILO convention No. 138)
2. provide a healthy and safe work environment
3. pay at least the minimum legal wage, not exceed legal working time limits and compensate for overtime
4. ensure that all employees are granted their stipulated annual leave as well as sick leave and maternity leave without any form of repercussions
5. ensure that no bonded workers, prisoners or illegal workers are used in the production
6. ensure reasonable privacy, quietness and facilities for personal hygiene in those instances where boarding houses or similar are provided by the company
7. ensure that workers employed on contractual basis never be required to remain employed for any period of time against their own will
8. ensure that no corporal punishment or other forms of mental or physical disciplinary actions are being used
9. prevent sexual harassment as well as any other form of discrimination
10. allow workers to join or associate themselves with any workers' organisation or other legitimate group of their choosing
11. ensure that all employees have a valid employment contract

Factory conditions and environment

Suppliers are requested to

1. keep factory premises and surroundings clean and free from pollution of different kinds
2. provide ventilation and maintain a temperature in the working premises that allows for tolerable working conditions
3. provide lighting in each workplace sufficient for the work performed
4. provide ample sanitary facilities that are clean and that employees have access to without unreasonable restrictions
5. strive to reduce waste and emission to air, ground and water
6. handle chemicals in a safe way
7. handle, store and dispose of hazardous waste in an environmentally safe manner
8. contribute to the recycling and reuse of materials and products

Monitoring and compliance

TS expects all its suppliers to accept this code of conduct and to actively do their utmost to comply with it. We respect that our suppliers may require some time to achieve these standards and in such cases we expect to see a plan with corrective measures from the supplier. TS will not carry any cost for

implementation of these changes without explicit agreements in advance. We do not accept durable non-compliance from any supplier. In case a supplier does not come up with workable solutions after a reasonable length of time TS will terminate the relation with that particular supplier.

TS reserves the right to make unannounced visits or to let an independant third-party of our choice to make inspections at the premises of any of our suppliers in order to monitor and review the compliance with this code of conduct.

Agreement

As a supplier of TS we hereby agree to the above code of conduct and are committed to report any discrepancy from the above described conditions and in relevant cases present a plan with corrective actions for approval by TS.

Supplier name

Supplier location

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Supplier approved by Tailor Store Sweden

Date & place

Date & place

Signature

Signature

Name & title

Name & title