

Supplier **Code of Conduct**

Li & Fung is committed to driving responsible business practices in our company and supply chain. We expect our suppliers to continuously improve their performance to provide **safe workplaces, respect fundamental rights, enable environmental resilience** and operate with a high standard of **business transparency and ethics**.

The Standards contained in the Li & Fung Supplier Code of Conduct are based on local, national laws/regulations, the International Labor Organization's Core Conventions and other relevant international standards. The Supplier Code of Conduct is applicable to all worksites utilized for Li & Fung sourcing and associated onsite residential facilities. Suppliers are responsible for ensuring compliance with the Standards, including for next-tier operations.

Suppliers must remediate all violations according to Li & Fung Standards and Guidance.



Safe Workplaces

- Responsible fire safety and emergency precautions and practices
- Responsible policies and practices on first aid and occupational safety and health
- Safe and clean dormitory, child care and canteen facilities
- Responsible chemicals and hazardous materials, special equipment and spaces safety management
- Responsible electrical, building and construction permits, policies and practices



Respect Fundamental Rights

- All work is freely chosen
- All workers meet minimum age requirements (15 or the legal age in country, whichever is higher)
- Treat all workers with respect and ensure equality of treatment
- Uphold the right to freedom of association and collective bargaining
- Responsible hiring, wages, benefits, working hours and termination practices
- Functioning grievance mechanisms



Environmental Resilience

- Establish and implement an environmental management system
- Minimize impacts of chemicals, wastewater, air emission, waste and noise pollution
- Improve energy and resource efficiency



Business Transparency and Ethics

- Suppliers are transparent and engage in continuous improvement
- Suppliers engage in ethical business practices
- Subcontracting and homeworking are authorized with prior written consent
- Business licenses meet or exceed legal requirements