

# Samsonite Ethical Charter

## A Statement from our Chairman & CEO

Samsonite is committed to pursuing a sustainable future for our business, our supply chains and our customers. Our commitment includes creating an environment where workers in our own operations and in our supply chains are empowered and protected to realize their human rights. Our Ethical Charter outlines the standards we require of ourselves and our suppliers. It applies to all partners along the supply chain, including suppliers, contractors, licensees and agencies, collectively referred to here as “suppliers”. The Ethical Charter is based on internationally accepted human rights standards including the ILO Core Conventions, the UN Guiding Principles on Business and Human Rights (UNGP), the UN Convention on the Rights of the Child (UNCRC), and the Ethical Trading Initiative (ETI) Base Code. We look to work with suppliers that are committed to the principles in our Charter and appreciate all suppliers that have partnered with us on our journey to becoming a more sustainable business.

We kindly ask that you read through the Charter and that a Director, or equivalent, commit to following the principles presented in it.

Supplier Name: .....

Location: .....

Factory Name: .....

***We affirm that we have acquainted ourselves with the contents of the Ethical Charter and commit to following the principles presented in it in all our business operations. In our cooperation with other companies, for example (but without limitation) our suppliers and subcontractors, we will require such companies to accept this commitment in writing.***

Date and Place: .....

Authorized Signatory of Supplier: .....

Name: .....

Title/Designation: .....

## ETHICAL CHARTER

Our Ethical Charter sets out the commitment of Samsonite and its subsidiaries to partner with businesses that share our commitment to fair and safe workplaces. The Charter applies to all partners along the supply chain, including suppliers, contractors, licensees and agencies, collectively referred to here as “suppliers”. It draws on the United Nations Universal Declaration of Human Rights and the European Convention on Human Rights; various International Labor Organization conventions, notably conventions 29, 105, 138 and 182 (child labor and forced labor), 155 (occupational safety and health), 111 (discrimination), 100 (equal remuneration), 87 and 98 (freedom of association and protection of the right to organize and collective bargaining), the OECD Guidelines for Multinational Enterprises, the UN Convention on the Rights of the Child (UNCRC), and the Ten Principles of the United Nations Global Compact. In addition, we support the UN Women’s Empowerment Principles, the UN Standards for Business to tackle discrimination against Lesbian, Gay, Bisexual, Transgender and Intersex People, and working towards the Employer Pays Principle.

At a minimum, we expect suppliers to comply with national and international labor rights laws and to commit to the principles laid out in this Charter. We recognize that, in some areas of the Charter, suppliers may need time to reach these commitments, and we encourage open dialogue with suppliers on areas of challenge.

Our vision is to use our leadership position to create a path towards a more sustainable future for our industry. To achieve this vision, we will need to partner with our suppliers to continuously improve environmental and social sustainability performance and to drive greater transparency in our supply chain. We encourage our suppliers to establish sustainability programs and to share ideas for improving our sustainability performance with us. We also encourage our suppliers to contribute to supply chain transparency by sharing with us information on their suppliers. We look forward to partnering with you on our efforts to map the Samsonite supply chain and to identify opportunities for sustainable supply chain improvements.

- *Working shall always be voluntary*
  - The use of forced labor, including prison labor, is forbidden, and employees shall not be kept in locked premises, nor shall their freedom be restricted in any other way.
  - No compulsory deposits of money or identity cards etc. shall be demanded from employees as security against work, and they shall be free to resign their employment within a reasonable term (ILO Conventions 29 and 105).
  - Employers shall ensure that no worker pays for a job and that no worker is indebted or coerced to work.
  
- *Right of association and collective bargaining shall be ensured*
  - Employees shall have the right to join legal trade unions and other kinds of worker organizations, and to form them, and to bargain collectively for their working conditions and terms.
  - If national legislation restricts the forming of unions, or if they do not exist for some other reason, the employer shall enable the use of a company-wide negotiation mechanism (ILO Conventions 87 and 98, United Nations’ Universal Declaration of Human Rights).
  - The employer shall adopt an open attitude towards the activities of trade unions and their organizational activities.
  - Employee representatives shall not be discriminated against and shall have access to carry out their representative functions in the workplace.

- *Working conditions shall be safe and hygienic*
  - Employees shall be provided with a safe and healthy working environment, and no physical, mental or sexual harassment shall be permitted.
  - Health and safety risks and accidents shall be prevented both in the short and long term.
  - Employees shall be given recorded work health and safety training on regular basis.
  - Employees shall have access to potable water, clean sanitary facilities and, when necessary, a storage place meeting health regulations for their own food.
  - Accommodation arranged for employees shall be clean and safe and shall meet the basic needs of female and male employees.
  - The employer shall assign responsibility for Health and Safety to a senior management representative.
  - The employer shall ensure that fire safety equipment is adequately provided on production sites.
  - The employer shall ensure that production sites are structurally safe.
- *Child labor shall not be used*
  - The minimum age shall not be lower than the age of completing compulsory school attendance and not lower than 15 years (14 years in certain economically less developed countries).
  - The employer shall develop or participate in policies and programs which enable the transition of any child performing child labor to ensure their educational and financial safety until they are adults.
  - Young employees (under 18 years of age) shall not be employed at night or in hazardous conditions. This includes work that is prejudicial to their health, safety and development (ILO Conventions 138 and 182, the UN Convention on the Rights of the Child).
- *Wages shall be sufficient to meet basic needs*
  - Employees shall be paid at least the minimum legal wage or a wage that is specified in a collective labor agreement that is binding on the employer, whichever is greater. The wage shall always be sufficient to meet basic needs and to provide some discretionary income.
  - Workers shall be provided with written and comprehensible information about their wages before they enter employment and for each pay period.
  - Wages shall be paid direct to the employees, and the wage calculation shall be comprehensible for the employees.
  - Deductions from wages shall not be used as a disciplinary method (ILO Conventions 95 and 131 on wages).
  - The employer should evaluate the gap between minimum legal wages and living wages and attempt to reduce this gap over time.
- *Working hours shall be reasonable*
  - Working hours must comply with national laws, collective agreements, and the provisions of this code, whichever is stricter.
  - Regular working hours shall not exceed 48 hours per week and overtime shall not exceed 12 hours per week, unless lower limits have been specified in national legislation.
  - Overtime shall be voluntary and temporary, and higher wage rates shall be applied to it.

- Employees shall have the right to a paid annual leave and to 24 hours of consecutive rest per week (ILO Conventions 14 and 106 on weekly working hours, and ILO Convention 132 on paid leaves).
- *Working shall be based on regular employment*
  - The employer shall hire workers on the basis of documented contracts according to the law.
  - When work is of continuous nature, it shall be based on a fixed contract.
  - Employers shall not evade their legal, social security and other obligations related to the employment contract by, for instance, having employees work at home on inferior terms, or using apprenticeship training contrary to the regulations.
  - The employer shall have full understanding of the entire recruitment process including all labor recruiters and intermediaries in terms of required legal and/or ethical requirements.
  - The employer shall put effective management systems in place to identify and monitor the hiring and management of all migrant workers, contract, agency, temporary or casual labor.
- *Employees shall not be subject to discrimination*
  - Employees shall not be discriminated against in hiring, compensation, access to training, promotion, termination or retirement because of their race, origin, skin color, sex, religion, political opinion, trade union activity or the like (ILO Conventions 100 and 111).
  - The employer shall treat all employees fairly at work, promoting equality through education, training and professional development.
- *Effective grievance mechanisms shall be available to all employees*
  - The employer shall establish an effective grievance process that enables employees to address any concerns regarding working conditions and/or the terms and conditions of their employment. This process shall include a written grievance policy and implementation procedure, including multiple channels enabling workers to raise concerns and provide input to management.
- *Making a continuous effort to minimize environmental impact*
  - At a minimum, the supplier shall comply with all applicable laws and regulations regarding environmental standards.
  - Samsonite also encourages suppliers to make a continuous effort to minimize their environmental impacts and to consider implementing an environmental management system (i.e., ISO 14001) to manage their environmental performance.