



C O R P O R A T E S O C I A L
R E S P O N S I B I L I T Y
A N D C O D E O F C O N D U C T

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CORPORATE SOCIAL RESPONSIBILITY

Since it was founded in 1973, Miniconf has chosen to operate in the children's clothing sector based on principles of responsible conduct.

The values that have always inspired the creation of our products also determine how we navigate our interactions with customers, partners, the supply chain and the environment. Adopting socially responsible behaviour means creating relationships based on honesty, collaboration and trust with partners who are willing to grow alongside the company, and who share its values.

These principles, which constitute the heart of the company's mission, are defined and shared by way of this document, the Code of Conduct.

QUALITY OF PRODUCTS AND SERVICES

Miniconf has established manufacturing processes that can meet its standards in terms of quality, comfort and style. The materials are rigorously checked both during production and upon arrival of the goods at our headquarters, allowing us to avoid releasing defective products or products that do not meet the desired standard, thereby guaranteeing maximum customer satisfaction.

The careful production planning is designed to meet the delivery targets for the goods, which represent one of the company's core strengths.

RELATIONS WITH EMPLOYEES AND SUPPLIERS

In addition to current regulations, Miniconf has always based its relationships with its employees on the principles of respect and protection of the family. To recognise the importance of family time, the company is as flexible as possible with regard to employees' needs and requirements in terms of agreed working hours. Miniconf puts the professional growth of its employees at the heart of its human resource management, offering continuous training and opportunities for professional growth.

This respect and honesty also form a strong foundation for the company's relations with suppliers. As a result, the supply chain is distinguished by a high level of cooperation and collaboration.

TEAM WORK AND SENSE OF BELONGING

Miniconf's employees enjoy a strong sense of belonging thanks to our common values, including respect, continuous training, and shared results, effort and merit. The focus on communication and interpersonal relationships helps to foster team work and mutual growth.

FOSTERING SUPPLIER RELATIONSHIPS

The company's respectful and collaborative relationships with its suppliers are based on an awareness that shared values and objectives guarantee maximum efficiency and profitability for all parties, enabling them to face the challenges of an increasingly complex market. The fact that the company has had relationships with most of its suppliers for more than ten years is a clear sign of this mutual understanding.

RESPECT FOR THE ENVIRONMENT

All work activities must be planned according to the principles of environmental protection and preservation.

The aim must be to limit their impact on the environment, while Babboo's suppliers must comply with local legal requirements and hold the necessary environmental permits.

ANIMAL WELFARE

In 2013, Miniconf S.p.A. decided to commit to the international FUR FREE standard, which is coordinated by LAV in Italy, and said goodbye to fur of animal origin. In 2018, it renounced the use of animal leather. Since 2021, Miniconf has also abandoned goose down.

Miniconf does not accept raw materials of animal origin that are obtained by plucking or skinning, or other methods involving live animals that may cause them suffering.

Animals used for the production of raw materials must be raised using appropriate methods, in good conditions and suitable places, with sufficient light, food and water, and with adequate freedom of movement.

Animals must not be subjected to fear, pain, stress or suffering.

GENDER EQUALITY AND INCLUSION POLICIES

Miniconf applies the constitutional provisions relating to gender equality, including the provisions of Article 37: "Working women shall be entitled to equal rights and, for work of equal value, the same pay as men. The working conditions shall be such as to allow women to fulfil their essential family duties and ensure an adequate protection of mothers and children."

Directors, managers, employees, partners and collaborators must therefore refrain from any harassing, threatening or intimidating behaviour, instead maintaining an objective and impartial attitude. As a result, the company is committed to developing training courses on this topic and encouraging employee participation in these courses and related projects.

Miniconf is committed to combating all forms of discrimination and to ensuring that its employees' professional growth is not hindered by barriers based on their gender; ethnic origin; creed (beliefs, faith, religion); sexual orientation; age; or physical or mental disability. Furthermore, the company undertakes to take positive measures, including refresher courses and reintegration programmes to facilitate the resumption of work after absences due to maternity, illness and/or other family needs.

CODE OF CONDUCT

Miniconf is committed to maintaining the highest level of integrity in all aspects of its business.

Socially acceptable conduct, which recognises human dignity, is essential for the development of every society. We expect all our partners and suppliers to conduct their business according to the standards laid out below, which we deeply believe in. Miniconf bases its actions on the conventions of the International Labour Organization (www.ilo.org), the UN Universal Declaration of Human Rights, and the UN Convention on the Rights of the Child. Miniconf is committed to eliminating all forms of discrimination and complying with the aforementioned standards in its relationships with customers and suppliers every day.

CHILD LABOUR

As we are aware that the concept of a "child" varies between countries, giving rise to different regulations and uses, we rely on the definition given in Article 1 of the United Nations Convention on the Rights of the Child, which defines a child as "every human being below the age of eighteen years unless, under the law applicable to the child, majority is attained earlier."

In countries where the law allows work to be carried out before the age of majority, it must be carried out in such a way as not to interfere with the child's education and not to compromise their physical, mental, spiritual, moral or social health and development.

The work of persons under the age of 18 must be managed in accordance with ILO Conventions C138 and C182.

Workers under 18 must not carry out work that may be harmful to their health and safety, nor work at night. No person under the minimum age established by local law, and in any case under 14 years of age, should be allowed to work.

Miniconf is aware of the realities that exist in some developing countries, and therefore undertakes to collaborate with NGOs that are working to improve the overall working and social conditions of children, welcoming and verifying any reports that it may receive regarding child exploitation.

In the event that a company does not operate in compliance with the aforementioned commitments regarding child labour, Miniconf undertakes not to take drastic measures until it has ascertained that improvements are not possible, or after having repeatedly requested that the company observe the fundamental ethical principles; in practice, the company will not be asked to fire the child until their future has been secured. Every decision will be based primarily on the interests of the children and the social and economic reality in which they live.

WORKERS' RIGHTS – FUNDAMENTAL RIGHTS: FORCED LABOUR

Production activities must comply with the provisions of ILO Conventions C29 and C105, and with current local legislation. The use of forced labour, in any form, is not permitted. Workers may not be held against their will, and must be free to leave work with reasonable notice. Workers must also be free to leave the workplace at the end of the working day.

In the case of prison labour, intended solely and exclusively for the purposes of recovery and rehabilitation, the principles of the Code of Conduct, the ILO conventions, and national legislation must be respected, i.e. the work must be paid, voluntary and free from exploitation and coercion. The company must not withhold either portions of the salary or personal documents.

WORKERS' RIGHTS – FUNDAMENTAL RIGHTS: DISCIPLINARY PRACTICES

Every worker must be treated with respect and dignity. No employee should be subjected to physical, sexual, psychological or verbal harassment or abuse, including corporal punishment.

WORKERS'S RIGHTS – FUNDAMENTAL RIGHTS: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Without exception, workers must have the right to join or create workers' associations of their choice and to bargain collectively. The employer must not discriminate against representatives of workers' associations or hinder them from carrying out their work in the association. Management may not threaten, punish or interfere with a worker's right of association. Company procedures and policies must comply with the ILO convention and current local legislation.

WORKERS' RIGHTS – FUNDAMENTAL RIGHTS: DISCRIMINATION AND HARASSMENT

Hiring must be based on candidates' skills and ability to fulfil the tasks required by the job. There must not be any form of discrimination based on age, caste, social background, ethnic origins, nationality, membership or non-membership of workers' organisations, race, sex, religion, political opinions, pregnancy, sexual orientation or disability. During the staff selection phase, candidates cannot be asked questions regarding aspects of their private lives that are not relevant to the professional setting.

Professional advancement within the company is guaranteed on the basis of merit and skills, regardless of any aspects of the employees' personal lives.

WORKERS' RIGHTS:

WORKING HOURS AND REMUNERATION

Company procedures and policies must comply with ILO Conventions C95, C131 and C1. There must be no wage discrimination on the basis of gender, ethnic origin, creed (beliefs, faith, religion), sexual orientation, age, or physical or mental disability.

The working hours must not exceed the limits imposed by local law and the relevant contract, nor can they exceed the number of working hours stipulated in the recognised international conventions. Overtime requested by the employer must be limited and paid in compliance with local and national laws. Periodic and annual leave must be regulated by local regulations, as must absences due to illness and pregnancy. Absences due to illness and pregnancy must not give rise to repercussions or dismissal by the employer.

The recognised pay for ordinary and overtime hours must equal or exceed the minimum wage laid out in the relevant contract. No illegal or unauthorised deductions must be made from employees' pay cheques.

HEALTH AND SAFETY:

FACTORIES

All local laws regarding health and safety must be observed.

All workers must have a safe and healthy workplace: the temperature of the working environment must be tolerable and the ventilation adequate in all seasons of the year; the lighting must be sufficient in relation to the activity being carried out and for all working hours; the toilets must be clean, adequate for the number of workers, and separate for men and women. Workers must be able to access them without unreasonable restrictions.

For each activity carried out, suitable personal protective equipment must be provided, and equipment without adequate safety systems is not acceptable. Hazardous substances or materials must be correctly identified, and a procedure must be provided for their correct use. Emergency exits must be present on all floors, if possible, and must be clearly signposted, open outwards, and be completely free of obstructions. All workers must be informed about the safety equipment present in the factory, which must be checked regularly. The evacuation plan must be provided on each floor, and fire drills must be carried out periodically.

HEALTH AND SAFETY:

DORMITORIES AND CANTEENS

If the company offers staff accommodation, all local health and safety laws must be observed. Workers must have their own bed and a living space suitable for normal uses. Separate dormitories, bathrooms and showers must be available for men and women, and workers must not be forced to leave the dormitory during off-work hours.

Canteens must be clean and comfortable. The staff in charge must meet all the health requirements.

HEALTH AND SAFETY:

SANDBLASTING

The process known as denim abrasion, denim sandblasting, and other names involves sand (silica or quartz powder) being shot onto the surface of garments by means of high pressure compression, thus obtaining a worn look.

The collision of sand grains increases the silica content in the air, where it may be inhaled by workers over long periods. Silica particles cause lung damage and have resulted in numerous fatal cases of silicosis among workers assigned to this particular operation, even after relatively short exposures.

Miniconf requests that the sandblasting operation is not used in the production of its denim garments, and that supplier companies that use it on behalf of other companies adopt all possible precautions and use the necessary personal protective equipment.

ENVIRONMENTAL PROTECTION

All work activities must be planned according to the principles of environmental protection, preservation and limiting the consumption of resources. The procedures for the management and disposal of solid waste, for air emissions and for discharges must comply with local laws and regulations at all Miniconf offices and factories, and throughout the supply chain.

The chemical substance management procedures must ensure that discharges fall within the legal limits, and that both the finished products supplied to Miniconf and the discharges themselves are compliant with Miniconf's RSL – Chemical Safety Requirements.

The management of chemical substances must include adequate procedures for selection, procurement, acceptance control, labelling, storage, use and disposal.

A safety data sheet (MSDS) must be available in the local language for all substances purchased.

WASTE AND RESOURCE MANAGEMENT

Miniconf is committed to reducing the amount of waste produced during its activities. It encourages sorting of waste and recycling and, when possible, undertakes to reuse such waste or dispose of it by way of recovery activities.

All waste, and in particular hazardous waste, is treated responsibly and in accordance with applicable local laws and regulations, based on respect for the environment.

The use of water, an extremely precious commodity, is carried out with a high level of care in order to avoid waste.

The wastewater, which is produced by internal washing activities, and the atmospheric emissions, which are generated by garment stain removal activities, are treated before being discharged into the environment and are subject to continuous and constant checks, in accordance with the local and national laws.

All resources used are managed conscientiously and responsibly.