



## Partner Code of Conduct

**Boutique la Vie en Rose Inc.**

**Partner Code of Conduct Version 1.0**

### Introduction

Boutique la Vie en Rose, Inc. (la Vie en Rose) is dedicated to conducting business in a socially and environmentally responsible manner. As a global company, we acknowledge the importance of ethical and sustainable practices throughout our supply chain. This Partner Code of Conduct (the Code of Conduct) outlines our expectations for all suppliers of merchandise, service providers, and business partners (partners), aiming to uphold our values of integrity, fairness, and responsibility.

This Code of Conduct is a dynamic document, reflecting our commitment to continuous improvement in ethical and sustainable business practices. To ensure its relevance and effectiveness, la Vie en Rose will conduct periodic reviews of this policy. Signatories will be notified of any updates or changes resulting from reviews. We encourage Partners to actively engage with us in this process and welcome their feedback to strengthen our shared commitment to integrity, fairness, and responsibility.

### 1. Legal Compliance

Partners are expected to adhere to all applicable laws and regulations in the countries where they operate. This includes but is not limited to labor laws, environmental laws, and trade regulations.

### 2. Ethical Business Practices

#### 2.1. Anti-Corruption

Partners are expected not to engage in any form of bribery, corruption, extortion, or unethical practices. This includes interactions with public officials and private sector counterparts.

#### 2.2. Fair Competition

Partners are expected to follow fair competition principles and refrain from engaging in anti-competitive behavior, such as price-fixing, collusion, or unfair business practices.

### 3. Labor Standards

#### 3.1. Employment Practices

Partners must provide fair wages at least equal to the local legal minimum wage, safe working conditions, and reasonable working hours as per local labor laws and international standards.

#### 3.2. Prohibition of Forced Labour

Partners must not use any form of forced or involuntary labour, including human trafficking. Workers must be employed voluntarily and have the freedom to terminate their employment with reasonable notice. Partners shall not require employees to pay fees, nor surrender identification documents as part of their terms of employment and shall not restrict employees' freedom of movement.

#### 3.3. Prohibition of Child Labour

Partners must not employ workers who are below the legal minimum age for employment as defined by applicable laws and regulations. Partners must ensure that young workers (above the legal minimum working age but below the legal age of majority) are not engaged in work that is hazardous, interferes with their education, or is detrimental to their physical or mental well-being.

#### **3.4. Age Verification and Documentation**

Partners must establish and maintain age verification mechanisms to ensure compliance with minimum age requirements. Partners should maintain appropriate records and documentation of workers' ages, such as birth certificates or government-issued identification documents.

#### **3.5. Subcontracting**

Partners must ensure that any subcontractors engaged in the production process also adhere to the principles outlined in this Code of Conduct. The primary Partner is responsible for subcontractor compliance.

#### **3.6. Discrimination and Harassment**

Partners must maintain a workplace free from discrimination, harassment, and any form of unfair treatment based on race, gender, religion, age, caste, culture, pregnancy, union membership or non-membership, disability, or other protected characteristics.

#### **3.7. Freedom of Association**

Partners are expected to respect and uphold the rights of their employees to freedom of association, the right to join or not join labor unions, and engage in collective bargaining as permitted by local laws and international standards. Partners shall not interfere with or obstruct these rights in any manner.

#### **3.8. Grievance Mechanisms**

Partners must establish effective and confidential grievance mechanisms to address employee concerns, complaints, or disputes in a fair and timely manner.

#### **3.9. Overtime and Time Off**

Overtime work must be voluntary, fairly compensated, and in compliance with local labor laws. Employees shall be given regular breaks and time off as stipulated by applicable regulations.

## **4. Safety**

#### **4.1. Structural Safety**

Production facilities, including factories, dormitories, and canteens are constructed and maintained according to local and international structural safety standards. Proper sanitary conditions, with adequate access to clean drinking water, clean sanitation facilities, and ventilation are available to ensure the well-being of workers both during and outside of working hours as applicable.

#### **4.2. Fire Safety**

The partner has adequate fire prevention measures and emergency action plans in place. Fire-prevention equipment such as alarms, extinguishers, and clearly marked emergency exits are available and maintained for use.

## **5. Environmental Responsibility**

#### **5.1. Environmental Compliance**

Partners' operations must comply with all applicable environmental laws and regulations, including waste management, emissions, and chemical handling.

#### **5.2. Hazardous Substances**

Partners must handle and dispose of hazardous materials and chemicals in accordance with local and international environmental standards.

## **6. Collaboration and Transparency**

### **6.1. Social Compliance**

Partners are encouraged to maintain open communication channels and actively engage with us in addressing any social compliance concerns. Partners should disclose information about their policies, procedures, and practices related to labour and human rights upon request.

### **6.2. Supply Chain**

Partners must maintain transparency in their supply chain and provide la Vie en Rose with accurate and timely information on suppliers, subcontractors, and sourcing locations upon request.

## **7. Auditing and Compliance**

La Vie en Rose reserves the right to conduct audits and assessments of Partners to ensure compliance with this Code of Conduct. Partners must cooperate fully with any audits, investigations, or assessments conducted by us or our authorized representatives. In case of non-compliance, Partners are expected to take prompt corrective actions and implement effective remediation measures.

## **Conclusion**

This policy serves as a guiding document, and we expect all our Partners to integrate these principles into their operations. Failure to comply with this policy may result in consequences, including the termination of the Partner relationship.

By implementing this Code of Conduct, la Vie en Rose aims to build a sustainable and responsible supply chain that benefits not only our business, but also the communities in which we operate. We expect our Partners to share this commitment and work collaboratively with us to uphold these principles.

Any inquiries or cases of non-compliance with any part of this Code should be reported to la Vie en Rose immediately at [rse.scr@lavieenrose.com](mailto:rse.scr@lavieenrose.com).