

## Working conditions

[An exemplary code of conduct]



- A sustainable and ethical approach
- By committing to adhere to the **FAIR WEAR FOUNDATION** Labour Code, and ensuring this is adhered to in its factories
  - By supporting its factories in their continual work on improving working conditions
  - By signing up to the Charter set out by **2FPCO** (La Fédération Française des Professionnels de la Communication par l'Objet - French Association of Promotional Product Professionals) and the European Promotional Products Association (**EPPA**)

- RESPECT**
- Monitoring and checking working conditions through audits carried out by independent external service providers.
- HYGIENE, HEALTH & SAFETY**
- Providing health and hygiene conditions through an in-house medical centre.
  - Checking electrical installations, ensuring buildings are robust, etc.
- EDUCATION & TRAINING**
- Providing staff with permanent training and education.



## Protection

[Monitoring all production]



**CHILDHOOD**  
SOL'S strictly adheres to the **GENEVA CONVENTION** banning child labour.

**CONSUMER**  
Adhering to current regulations such as **REACH** in particular, with 'Consumer Health and Safety' toxicology specifications in collaboration with the **IFTH** (Institut français du textile et de l'habillement - French Textiles and Clothing Institute).  
Guaranteed commitment to not using harmful colours via **OEKO TEX CERTIFICATIONS: No. CQ 1094/1** for its polo shirts made from 100% cotton (white and dyed), and cotton/viscose (white marl and grey marl), its T-shirts made from 100% cotton

and cotton/elastane (white and dyed) and cotton/viscose (white marl and grey marl), fleece jackets and Bridget and Betty women's crêpe blouses made from 100% polyester (white and dyed) as well as its acrylic/cotton sweaters (white and dyed). **No. CQ 1094/2** for cotton terry towels (white and dyed).

**ENVIRONNEMENT**  
An environmental approach through membership of the **Sustainable Apparel Coalition (SAC)**: monitoring energy and water consumption as well as waste management, to reduce their environmental impact.



## Quality

[Monitoring all production]



**MONITORING**  
SOL'S analyses, checks and tests throughout its manufacturing process in accordance with standard **ISO 2859-1: 1999**.

**TRACEABILITY**  
All our items in stock can be fully traced using a batch numbering system.

The quality and traceability of our 100% organic cotton textile items and bags carry **ORGANIC CONTENT STANDARD** certification awarded by **CONTROL UNION (CU815208)**.

Items carrying **OCST100** certification : plain colours for **ORGANIC BAMBINO, ORGANIC ZEN, MILO MEN, MILO WOMEN** and **MILO KIDS**.

Items carrying **OSC BLENDED** certification : grey marl colour for **MILO MEN, MILO WOMEN** and **MILO KIDS**.



## Values

[An ethical and social approach, voluntarily committed to NGOs and charitable associations]



### NGOS & CHARITABLE ASSOCIATIONS

- Financing the Agarasindhur hospital in Bangladesh run by the Nari Uddug Kendra (**NUK**) NGO, providing permanent support in emancipating women and children.
- Supporting the **SREEPUR VILLAGE SHISHI POLLI PLUS ORPHANAGE**, as well as other initiatives and donations.



## Service

[Good service culture is a high priority for SOL'S]



### GUARANTEED PERMANENT STOCK

- Very high stock level, with over **30 million items**.

### LOGISTICS

- **Certified ISO 9001: 2008 'logistics and transport'**
- To ensure a maximum level of service, our logistics centre is located close to one of Europe biggest ports: Le Havre in France.
- We draw on the very latest technological innovations for our

24-hour order dispatch system as well as our container goods inwards system.

### SPECIAL ORDERS

- A department fully dedicated to special orders.

## ISO 9001 CERTIFICATION : 2015

Our ISO 9001 'Quality Management' certification was renewed, under the more stringent 2015 version.



## ISO 50001 CERTIFICATION : 2011

Certification obtained according to the requirements of ISO 50001: 2011 for 'Direct and Indirect Energy Management'.



“ **BY PURCHASING A SOL'S PRODUCT, YOU ARE :**

**HELPING** support NGOs in their fight against hunger. **IMPROVING** women's rights and emancipation in Bangladesh. **DEFENDING** human values. Strongly **SUPPORTING** charity work. Helping SOL'S to **FINANCE** hospital treatment. **PROTECTING** children from child labour by adhering to the minimum age. **IMPROVING** and **FINANCING** the recycling of wastewater producing by dyeing. **PROMOTING** sustainable development.

On behalf of all SOL'S employees and their commitment, principles and values.  
Chairman,

*Ami Igouane*

