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CODE OF CONDUCT

In accordance with the ILO conventions, the United Nations' Universal Declaration of Human Rights and the UN's conventions on children's rights and the elimination of all forms of discrimination, together with all environmental codes, Empire Carpets International NV's Code of Conduct aims to attain compliance with certain social and environmental standards. All management, production and sales activities of Empire Carpets International NV are conform the following requirements which are of particular importance:

- 1. Prohibition of Child Labour

Child labour is forbidden as defined by ILO and United Nations conventions and/or by national law. Of these various standards, the one that is the most stringent shall be followed. The rights of young workers must be protected. In accordance with ILO conventions 79,138,142 and 182.

- 2. Environment and Safety Issues

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed minimum legal requirements.

- 3. Legal Compliance

Compliance with all applicable national laws and regulations, industry minimum standards, ILO and UN conventions, and any other relevant statutory requirements whichever requirements are more stringent.

- 4. Prohibition of Discrimination

No discrimination shall be tolerated on the basis of gender, age, religion, race, caste, social background, disability, ethnic and national origin, nationality, political affiliation, sexual orientation, or any other personal characteristics. In accordance with ILO conventions 100 and 111.

- 5. Compensation

Wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards. Illegal or unauthorised deductions from wages shall not be made. In accordance with ILO conventions 26 and 131.

- 6. Workplace Safety

A clear set of regulations and procedures must be established and followed regarding occupational health and safety. Workplace practice and conditions which violate basic human right are forbidden. In accordance with ILO convention 155 and ILO recommendation 164.

- 7. Working Hours

Overtime hours are to be worked solely on a voluntary basis. The maximum allowable working hours in a week are 47 hours and the maximum allowable overtime hours in a week are 12. An employee is entitled to at least one free day per week following six consecutive days worked. In accordance with ILO conventions 1 and 14.