



# Manufacturing Code of Conduct

## Mission

Clean Camp is committed to ethical and responsible business practices throughout our supply chain.

## Overview

This Manufacturing Code of Conduct outlines for our manufacturing partners Clean Camp's standards, ensuring that Dish Wipes are produced in a manner that respects human rights, labor laws, and environmental sustainability. This Code is based on the Ethical Trading Initiative (ETI) Base Code and serves as a strong encouragement for ethical manufacturing practices.

## Manufacturing Partners

Tier 1: Diamond Wipes International

Tier 2: Finished material and sub-component manufacturers unknown

Tier 3: Raw material processors unknown

Tier 4: Raw material suppliers unknown

## Standards

### 1. Employment is Freely Chosen

- Workers shall be free from forced, bonded, or involuntary labor of any kind.
- Employers must take active measures to prevent forced labor within their operations and supply chains.
- Forced labor shall not be used as a means of political coercion, economic development, labor discipline, punishment for strikes, or discrimination based on race, social status, nationality, or religion.





- Employers should maintain transparency in their supply chains, acknowledging the risks of modern slavery and implementing safeguards to protect vulnerable workers.

## 2. Freedom of Association and the Right to Collective Bargaining

- Workers have the right to join trade unions and engage in collective bargaining.
- Employers shall not interfere with or penalize workers for organizing.

## 3. Safe and Hygienic Working Conditions

- A safe and clean working environment must be provided, in compliance with local health and safety laws.
- Employees must receive regular health and safety training.
- Adequate measures must be in place to prevent workplace hazards and accidents.
- Access to clean toilet facilities and potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

## 4. No Child Labor

- No one under the legal minimum working age shall be employed.
- Where young workers are employed, adherence to legal protections and restrictions is mandatory.

## 5. Fair Wages and Benefits

- Wages must meet or exceed the legal minimum wage and industry standards.
- Overtime shall be compensated at a fair rate, and wage deductions as a disciplinary measure are prohibited.
- Employees must receive all legally mandated benefits.
- Reference to fair wages and compensation policies, as highlighted in the attached Fair Wage Chart, should be considered in evaluating compliance with this clause.





- Fair Wage Chart: [Ethical Trading Initiative Guidance](#)

## 6. Reasonable Working Hours

- Working hours must comply with local laws and international standards, not exceeding 48 hours per week, with voluntary overtime.
- Employees shall receive at least one day off in every seven-day period.

## 7. No Discrimination

- No discrimination shall be practiced based on gender, age, race, religion, disability, sexual orientation, political beliefs, or any other protected status.
- Employment decisions must be based on merit, qualifications, and ability.

## 8. Regular Employment and Job Security

- Work should be performed under recognized employment relationships as defined by law.
- The use of temporary, seasonal, or contract labor must not be used to circumvent legal obligations.

## 9. No Harsh or Inhumane Treatment

- Physical abuse, threats, sexual harassment, and any form of intimidation or mistreatment are strictly prohibited.
- Forced labor must not be used as a means of political coercion, economic development, labor discipline, punishment for strikes, or discrimination based on race, social status, nationality, or religion, in accordance with the Abolition of Forced Labour Convention, 1957 (C105).





## 10. Environmental Responsibility

- Compliance with all local and international environmental regulations is required.
- Resource efficiency, waste reduction, and pollution prevention must be actively pursued.
- Sustainable sourcing and responsible chemical management should be practiced.

## 11. Supply Chain Responsibility

- Partners shall communicate these standards to their suppliers and subcontractors, ensuring compliance.
- Regular audits and self-assessments should be conducted to uphold ethical standards.

## 12. Recruitment and Hiring

- Recruitment practices shall be fair, transparent, and free from discrimination.
- No recruitment fees shall be charged to workers.
- Contracts must be provided in a language workers understand, clearly outlining terms of employment, wages, and working conditions.
- Employers shall not engage in fraudulent or coercive hiring practices, including misrepresentation of job terms and conditions.
- Migrant workers must receive equal treatment regarding pay, benefits, and working conditions.

## 13. Community Engagement and Social Responsibility

- Partners are encouraged to engage with and support local communities.





- Initiatives such as local hiring, charitable contributions, and environmental stewardship should be pursued.
- Collaboration with community organizations to improve local living conditions and economic opportunities is encouraged.
- Respect for Indigenous rights and local cultures must be maintained in all business activities.

**Implementation & Compliance**

- Clean Camp encourages its partners to integrate these principles into their corporate policies and daily operations. We value transparency and welcome discussions on best practices and continuous improvement in ethical and sustainable manufacturing.
- Failure to adhere to these guidelines may result in a review of Clean Camp-partner business relationship.

**Commitment to Ethical Manufacturing**

- This Code of Conduct ensures that Dish Wipes are produced responsibly, aligning with Clean Camp’s mission of sustainability and ethical trade.

