

- **Code of Conduct:**

Rio Fashion & Rio Design are responsible apparel producer and embodies both in spirit and practice internationally established codes of social accountability and ethical business practices. It recognizes and respects cultural differences and employs individuals solely on the basis of their qualification for the job.

## **Social Responsibility:**

- **No Bonded Labor**

There is no forced, bonded or involuntary prison labor.

Workers are not required to lodge "deposits" or their identity papers with their employer after reasonable notice.

Recruitment is done on the basis of applications and interviews.

Selected candidates are not required to provide any surety bond or deposit money.

The notice period is in accordance with the labor laws of Bangladesh.

- **No Child Labor**

Workers who have not attained the legal age of majority are not hired in the Rio Fashion & Rio Design.

- **Adequate Living Wages**

Workers in the Rio Fashion & Rio Design are graded according to law. The grade and the salaries are clearly stated in the appointment letters.

- **No Discrimination**

Hiring, working hours, working conditions, wages and promotion criteria are the same irrespective of gender, race, caste, nationality, religion, age, disability, marital status, sexual orientation, union membership or political affiliation.

- **Regular Employment**

Workers with Wage-basis receive the guaranteed minimum wages mandated by law, even when the company is not able to provide sufficient work for them.

The required productivity levels in return for those wages are clearly identified, and production levels above those make the workers earn proportionally higher wages. All work is carried out exclusively in the factory premises and on production floors.

Physical and mental well-being is important in order to produce quality work. Rio Fashion & Rio Design, in recognition of this, maintains in all its production facilities Medical and Day Care Centers.

- **Medical Services**

Doctors and professional paramedics are employed full time in order to attend to medical emergencies as well as general health complaints of the workers. The medical centers are appropriately equipped and have adequate supplies that are dispensed free of charge.

- **Clientele**

Bangladesh has a mature garment industry with a tradition of more than twenty-five years of export to international markets. Its society has a thousand year old history of harmony and homogeneity among major religious and ethnic denominations, and is founded upon ethical, social and family values. Bangladesh is a signatory to major international treaties upholding labor and human rights.

Our goal is to remain a responsible apparel producer through adherence to internationally established codes of social accountability and ethical business practices. We have taken great pains to know our product intimately, and we guarantee its Merchandisability all the way into the hands of the final consumer at the retail outlet.

- **Conclusions**

There are many things in Rio Fashion & Rio Design favor including its current installed production capability a management team and workforce that is committed to developing a market nice that will in turn guarantee job security for them in a setting that is superior to industry standards.

- **What Arrow uniquely exists to do**

Each business concentrates on activities where its skilled people can provide service-led solutions to customers' needs by being fast, flexible and responsive.

We know exactly where we want to go, because our customers will show us the way. It is our job to bring them quality, through the resources. This will make them (and us) more competitive.

- **Quality Policy**

All our attitudes and actions must be recognized as an expression of quality. Each delivery should create a recommendation for further business.