






















Brand	County(s) of Origin	No Child Labour	Ethical Policy Key Information
<b>Bolle</b>	<ul style="list-style-type: none"> <li>China</li> <li>Taiwan</li> </ul>		<ul style="list-style-type: none"> <li>Made using machine moulds</li> </ul>
<b>Bruntwood</b>	<ul style="list-style-type: none"> <li>Egypt</li> <li>United Arab Emirates</li> <li>Philippines</li> </ul>		<ul style="list-style-type: none"> <li>No child labour</li> <li>Trained staff</li> <li>No forced labour</li> <li>Fair and safe working conditions</li> <li>No discrimination</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Continental</b>	<ul style="list-style-type: none"> <li>India</li> <li>Not Uzbekistan</li> </ul>		<ul style="list-style-type: none"> <li>Earth positive brand – manufactured using wind and solar power.</li> <li>Carbon neutral manufacturing facilities</li> <li>Manufacturing facilities audited by the Fair Wear Foundation.</li> <li>Being licensed by FLO – Fair-trade Labelling Association.</li> <li>Products certified by OEKO-Tex 100 standard, guaranteeing the safety of textiles and dyestuffs to human health.</li> <li>Take care in adopting environmentally friendly production</li> <li>Reduced greenhouse emissions</li> <li>Low water footprint</li> <li>Sustainable</li> <li>Biodegradable packaging</li> <li>No Airfreight policy</li> <li>Reduced carbon footprint of all products by 89%</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Cottover</b>	<ul style="list-style-type: none"> <li>China</li> </ul>		<ul style="list-style-type: none"> <li>Respect of different legal requirements</li> <li>Code of conduct in all factories involved in production</li> <li>Regular controls in factories</li> <li>No discrimination</li> <li>No child labour</li> <li>Fair salary &amp; working hours</li> <li>Good working conditions</li> <li>Freedom to join unions</li> <li>Strive to decrease the use of raw materials, the discharge of unnatural waste, air pollution as well as water and energy consumption.</li> <li>Looking at alternative transport possibilities</li> <li>Education programmes/schools and donations to UNICEF</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Denny's</b>	<ul style="list-style-type: none"> <li>China</li> <li>Pakistan</li> </ul>		<ul style="list-style-type: none"> <li>Goods must be produced lawfully</li> <li>No exploitation of those who have made them</li> <li>Decent working conditions</li> <li>No damage to the environment</li> <li>Process of self evaluation &amp; independent inspections</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Dickies</b>	<ul style="list-style-type: none"> <li>China -largest supplier</li> <li>Vietnam</li> <li>India</li> <li>Morocco</li> <li>Poland</li> <li>Lithuania</li> <li>Others</li> </ul>		<ul style="list-style-type: none"> <li>Comply with laws</li> <li>Must have health &amp; safety in the workplace</li> <li>Not knowingly work with any business that uses forced labour</li> <li>Not knowingly work with any business that uses corporate punishment</li> <li>Workers should be employed based on their ability.</li> <li>No more than 60hrs a week except compensated overtime</li> <li>Betterment of wages</li> <li>No Child labour</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>

<b>Fruit of the Loom</b>	<ul style="list-style-type: none"> <li>• USA</li> <li>• Australia</li> </ul>		<ul style="list-style-type: none"> <li>• Compliance with the law</li> <li>• Health &amp; safety at work</li> <li>• No Child Labour/forced labour</li> <li>• No harassment or abuse or Discrimination</li> <li>• Working hours not to exceed 48hrs per week &amp; 12 hrs overtime</li> <li>• At least 1 day off in a 7 day period</li> <li>• Fair wages</li> <li>• Freedom of association for employees</li> <li>• Customs compliance</li> <li>• Security – guard against un-manifested cargo –drugs</li> </ul> <p style="text-align: center;"><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>GILDAN</b>	<ul style="list-style-type: none"> <li>• USA</li> </ul>		<ul style="list-style-type: none"> <li>• Socially responsible employer in all geographical hubs</li> <li>• Progressive hiring &amp; employment practices</li> <li>• Good working conditions</li> <li>• Community involvement &amp; support</li> <li>• Compliance with laws</li> <li>• Committed to highest standard of integrity and ethical behaviour</li> <li>• Code of ethics signed by each staff member</li> <li>• Commitment to corporate social responsibility</li> <li>• No child labour</li> <li>• No forced labour</li> <li>• Compensation/benefits (Saff)</li> <li>• Fair hours of work and overtime</li> <li>• Good health &amp; safety</li> <li>• Freedom of association</li> <li>• WRAP Certified sewing factories – promotion of lawful, humane and ethical manufacturing worldwide.</li> <li>• Staff training and education</li> <li>• Healthcare for employees</li> <li>• Funds for schools/ community projects</li> <li>• Waste management system and brine recovery system</li> </ul> <p style="text-align: center;"><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Hanes/ Steadman</b>	<ul style="list-style-type: none"> <li>• Majority Bangladesh</li> <li>• Elsewhere</li> </ul>		<ul style="list-style-type: none"> <li>• Complies with laws</li> <li>• Supports fundamental human rights</li> <li>• No Child Labour</li> <li>• No forced labour</li> <li>• No punishment/physical abuse</li> <li>• No discrimination</li> <li>• Work environment free from harassment, intimidation and abuse.</li> <li>• Each facility to have own safety programmes.</li> <li>• Contribution to economic &amp; social issues where it operates</li> <li>• Seeks to reduce waste</li> <li>• Minimise environmental impact</li> </ul> <p style="text-align: center;"><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Homewin</b>	<ul style="list-style-type: none"> <li>• China</li> </ul>		<ul style="list-style-type: none"> <li>• No forced labour</li> <li>• Freedom of association</li> <li>• No discrimination</li> <li>• Safe &amp; hygienic workspace</li> <li>• No child labour</li> <li>• All employees of legal working age for that country</li> <li>• At least national minimum wage</li> <li>• Workers not required to work more than 48 hours a week</li> <li>• No physical abuse</li> </ul>

<b>Kustom Kit</b>	<ul style="list-style-type: none"> <li>• China</li> <li>• Bangladesh</li> </ul>		<ul style="list-style-type: none"> <li>• Strive to minimise the effects on the environment&amp; natural resources.</li> <li>• Safeguarding health &amp; safety of employees and public</li> <li>• Comply with legislation</li> <li>• Offer support to suppliers to implement environmental health &amp; safety procedures.</li> <li>• Design &amp; monitor products with consideration for the environment</li> <li>• Fair wages</li> <li>• Fair work hours</li> <li>• Safe Hygienic conditions</li> <li>• No Child labour</li> <li>• No less than minimum wage</li> <li>• Medical care on site</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Paddimac</b>	<ul style="list-style-type: none"> <li>• Taiwan</li> </ul>		<ul style="list-style-type: none"> <li>• Introducing Eco friendly products</li> <li>• No child labour/forced labour</li> <li>• No discrimination</li> <li>• At least minimum wage</li> <li>• Fair hours of work including breaks and holidays</li> <li>• Provide safe and healthy working environments</li> <li>• Good working conditions</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>PING</b>	<ul style="list-style-type: none"> <li>• Turkey or Indonesia</li> </ul>		<ul style="list-style-type: none"> <li>• No forced labour</li> <li>• No discrimination</li> <li>• Physical abuse prohibited</li> <li>• Employees paid at least minimum wage</li> <li>• No recruitment of child labour</li> <li>• Company will comply with laws and regulations regarding the protection &amp; preservation of the environment</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Regatta</b>	<ul style="list-style-type: none"> <li>• Not Uzbekistan</li> </ul>		<ul style="list-style-type: none"> <li>• No Child Labour</li> <li>• Minimum age per country</li> <li>• Health &amp; Safety –equipment, training</li> <li>• Good working hours</li> <li>• No forced labour</li> <li>• Freedom of association</li> <li>• No Discrimination</li> <li>• No harassment or abuse</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Result</b>	<ul style="list-style-type: none"> <li>• China</li> </ul>		<ul style="list-style-type: none"> <li>• Employ based on equal opportunity and non-racist policies</li> <li>• Minimum age labour –established by law</li> <li>• Recycling of waste materials</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Russells</b>	<ul style="list-style-type: none"> <li>• Various</li> <li>• Not Uzbekistan</li> </ul>		<ul style="list-style-type: none"> <li>• WRAP Accredited</li> <li>• Comply with laws</li> <li>• No forced labour</li> <li>• No child labour</li> <li>• No harassment or abuse</li> <li>• Compensation and benefits</li> <li>• Good hours of work</li> <li>• No discrimination</li> <li>• Safety &amp; healthy housing where supplied</li> <li>• Freedom of association</li> <li>• Comply with environmental rules &amp; regulations</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Sharon Lee</b>	<ul style="list-style-type: none"> <li>• China</li> </ul>		<ul style="list-style-type: none"> <li>• No forced labour/ child labour</li> <li>• Independent audits</li> <li>• OEKO-TEX accredited</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>

<b>Shugon</b>	<ul style="list-style-type: none"> <li>• China</li> </ul>		<ul style="list-style-type: none"> <li>• Comply with laws</li> <li>• No Child labour</li> <li>• No forced labour</li> <li>• No discrimination</li> <li>• Hire of employees based on abilities</li> <li>• Committed to making continuous improvements in management of its environmental impact</li> <li>• Full compliance with H&amp;S regulations</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Stormtech</b>	<ul style="list-style-type: none"> <li>• China</li> <li>• Bangladesh</li> <li>• Malaysia</li> </ul>		<ul style="list-style-type: none"> <li>• No child labour</li> <li>• No forced labour</li> <li>• At least minimum wage</li> <li>• Fair hours of work</li> <li>• Provide safe &amp; healthy working environments</li> <li>• Comply with environmental laws</li> <li>• Freedom of association</li> <li>• No Harassment or abuse</li> <li>• No discrimination</li> <li>• Abide by pregnancy laws</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>UCC</b>	<ul style="list-style-type: none"> <li>• Pakistan</li> </ul>		<ul style="list-style-type: none"> <li>• Good working conditions – lighting, noise levels etc</li> <li>• No Child labour – meet country age levels.</li> <li>• Good rates of pay</li> <li>• No forced labour</li> <li>• Recycling of waste where possible</li> <li>• Pollution control independently monitored</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>
<b>Yoko</b>	<ul style="list-style-type: none"> <li>• Thailand</li> </ul>		<ul style="list-style-type: none"> <li>• Complies with laws</li> <li>• Fair trade</li> <li>• Does not support trade with organisations who have irresponsible marketing practices</li> <li>• All employees are entitled to basic human rights</li> <li>• Comply with local H&amp;S regulations</li> <li>• No discrimination/harassment</li> <li>• No support to businesses with oppressive regimes</li> <li>• Actively seeks to minimise environmental impact of its activities</li> <li>• Recycling</li> <li>• Renewable energy</li> <li>• Sustainable natural products</li> <li>• The pursuit of ecological sustainability.</li> </ul> <p><b>FULL DETAILS AVAILABLE UPON REQUEST FROM BTC ACTIVEWEAR</b></p>