

Dove Mill Code of Conduct

Here at Dove Mill we are a family run business and we hold family values at the centre of how we conduct our day-to-day operations. We also have strong, long-lasting relationships with our vendors, which are built on a foundation of honesty and trust. Our Code of Conduct ensures vendors and their subcontractors know what we expect on issues including working hours, safety in the workplace and wages and conditions.

Dove Mill requires that all products offered for sale on our website to be produced in facilities that meet specific criteria, as set forth below:

Compliance with Applicable Laws and Regulations

Our vendors and the factories in which the merchandise they sell us is manufactured (collectively, our "vendors") must comply with all applicable laws and regulations, including but not limited to all environmental laws and regulations, and all laws, regulations and internationally adopted restrictions concerning bribery and corruption.

Health and Safety

Our vendors must provide their workers with a safe and healthy workplace and safe working conditions.

Child Labour

Our vendors must not use child labour. The term "child" will be governed by the national law of the country in which the production is being conducted, including laws defining the age for completing compulsory education. If the laws of that country do not provide a definition or if the definition includes individuals below the age of 14, we define a "child" to be anyone below 14 years of age.

Forced Labour

Our vendors must not use forced labour, whether in the form of prison labour, indentured labour, bonded labour, or otherwise.

Wages and Benefits

Here at Dove Mill we are proudly committed to paying all of our directly employed staff the Living Wage promoted by the Living Wage Foundation. Although we are not members of the Living Wage Foundation, we share their commitment to ensuring that people can provide for themselves and their families, without having to rely on secondary sources of income.

Our vendors must abide with all applicable laws relating to wages and benefits, and must pay the legally prescribed minimum wage or the prevailing industry wage, whichever is higher.

Working Hours

Our vendors must not require their employees, on a regularly-scheduled basis, to work in excess of 60 hours per week (or fewer hours if prescribed by applicable laws and regulations). All overtime must be voluntary and must be fully compensated in accordance with the requirements of local law,

and except in extraordinary circumstances, employees must be entitled to at least one day of rest in every seven-day period.

Harassment or Abuse

Our vendors must respect the rights and dignity of their employees. We will not tolerate human rights abuses, including physical, sexual, psychological or verbal harassment or abuse of workers.

Discrimination

Workers must be employed, retained and compensated based on their ability to perform their jobs, and must not be discriminated against on the basis of gender, race, colour, national origin, religious, ethnic or cultural beliefs, age, or any other prohibited basis.

Freedom of Association

Our vendors must respect the rights of their workers to choose (or choose not) to freely associate and to bargain collectively where such rights are recognized by law.

Environment

Our vendors are strongly encouraged to share our commitment to environmentally friendly business practices such as reusing, reducing and recycling waste.

Subcontractors

Our vendors must ensure that all subcontractors and any other third parties they use in the production or distribution of goods offered for sale in our stores comply with the principles described in this Code of Conduct.

Monitoring and Compliance

Dove Mill or its designated third party auditor or agent shall have the right to monitor and assess compliance with these principles. A violation of this Code of Conduct may result in required corrective action, cancellation of purchase order(s) and/or termination of the business relationship.