

SEDEX SITE REFERENCE : ZS 4966718

Deas S.A. Company strongly believes in ethical principles. Our enterprise agrees to respect the following labour principles set out in the ETI Code of Conduct .

Our enterprise ensures a healthy and safe Working environment, taking all necessary measures to eliminate or reduce risk.

1. Child labour under legal limit is not used.
2. Wages are fair and comparable to other retailers and wherever possible exceed the minimum wage.
3. Deductions from wages as a disciplinary measure shall not be permitted.
4. Working hours are not excessive.
5. No discrimination is practised: There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, belief, age, disability, gender reassignment, marital status, sex, sexual orientation, pregnancy and maternity, union membership or political affiliation.
6. Regular employment is provided for those who are employed on a permanent contract.
7. No harsh, cruel or degrading treatment or practices are allowed.
8. No bribery, corruption, **embezzlement, extortion**, or bullying is permitted.
- 9. All necessary measures to avoid environmental degradation are taken**
10. Suppliers and buyers are both free to sell and buy from any number of other businesses or outlets. No restrictions, as a way of guaranteeing business, are allowed.

DEAS S.A. recognises that our ethical and social performance and reputation is a key part of our overall commercial success, and is pleased to be at the forefront of the quality, local, in the area of ethical trading and social responsibility. Therefore, DEAS S.A. is committed to ensuring that our employment practices and the enforcement of corporate regulations ensure the protection of the rights of all those who work for us. In many areas, we aim to operate above the minimum standards required by law to ensure our employees are safe, rewarded and valued. As we expand and become larger, we will be able to offer more opportunities for our staff.

DEAS S.A. does not use any form of forced, bonded or involuntary labour, and workers must not be obliged to lodge identity papers or pay any deposit as a condition of work.

Workers are not being subject to physical or verbal abuse or threats or intimidation of any description.

Workers are not being required to work extreme hours or work without adequate rest periods.

Children and young people under 18 are not be expected to work at night or carry out activities that are potentially hazardous or injurious to their health and development.

The Factory and work sites are safe and hygienic with an adequate number of safe and accessible fire exits from all buildings including living accommodation.

DEAS S.A. is committed to demonstrating its ethical and social responsibility credentials to enable consumers to make informed choices about whose products they purchase. This is achieved through the publication of policies and comprehensive supplier and product information.

DEAS S.A. is committed to monitoring social standards in our supply chain, and we encourage our suppliers to operate to the same ethical standards we employ ourselves.