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NEW ZEALAND.

# Code of Conduct

## Corporate Responsibility

N.Z.A. New Zealand Auckland BV (hereafter referred to as N.Z.A.) has a responsibility towards everyone that contributes to its products and success. N.Z.A. has created a policy on Corporate Responsibility to make sure all N.Z.A.'s products are manufactured in a way that is environmentally and socially sustainable.

In this Code of Conduct N.Z.A. has set social and environmental criteria regarding the conditions under which their products should be manufactured. It is the responsibility of N.Z.A.'s suppliers to ensure that this Code of Conduct is implemented and adhered to by its subcontractors and business partners.

**N.Z.A. does not permit subcontracting without their prior written approval.** All salesman-sample and bulk production orders must be placed within facilities that have been pre-approved by N.Z.A, without exception.

N.Z.A. asks all their suppliers to support them in their CR program and to work according the standards set below.

## OECD: Our common responsibility – Due diligence

The United Nations state it is the shared responsibility of government and enterprises throughout the supply chain to prevent and reduce any adverse impact on people and environment in the products' supply chain.

To ensure that activities across the supply chain are conducted in an ethical and transparent manner, N.Z.A. has adopted the OECD 'Due Diligence' methodology<sup>1</sup>. The OECD Guidelines for Multinational Enterprises are recommendations addressed by governments to multinational enterprises and give guidance how enterprises should carry out their responsibilities by adopting the due diligence approach. These standards are consistent with applicable laws and internationally recognized standards and can be found [here](#).

## 1. N.Z.A. New Zealand Auckland BV Legal Compliance Standards

N.Z.A. asks suppliers to comply with all applicable laws and regulations, industry minimum standards, ILO conventions<sup>2</sup>, UN guiding principles on Business and Human Rights<sup>3</sup> and any

<sup>1</sup> Due diligence is the process through which enterprises can identify, prevent, mitigate and account for how they address their actual and potential adverse impacts. Due diligence can be included within broader enterprise risk management systems, provided that it goes beyond simply identifying and managing material risks to the enterprise itself to include the risks of harm related to matters covered by the Guidelines. (OECD Guidelines, II, Commentary 14)

<sup>2</sup> The International Labor Organization (ILO) is a tripartite organization consisting of trade unions, governments and companies, and is part of the United Nations system. The ILO has set [minimum standards](#) that should be a right for every worker, all over the world.

<sup>3</sup> The UN Guiding Principles on Business and Human Rights are a [set of guidelines](#) for States and companies to prevent, address and remedy human rights abuses committed in business operations.

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other relevant statutory requirements whichever requirements are more stringent. In the agricultural context, ILO Convention 110 shall be respected.

## **2. N.Z.A. New Zealand Auckland BV Social Compliance Standards**

N.Z.A. supports the guidelines of the Conventions of the ILO and expects their suppliers to act in accordance with the conventions. These conventions are along with the relevant UN Declarations the basis for the Code of Conduct.

### **Prohibition of Child Labor**

(ILO Conventions 10, 79, 138, 142 and 182 and Recommendation 146)

There shall be no use of child labor. "The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years." "There shall be no forms of slavery or practices like slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor. [...] Children [in the age of 15-18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals."

### **Child Labour Due Diligence Bill**

By signing this RBC you take part in our Due Diligence Policy and you approve that you will do anything you can to identify, prevent and if necessary address the issue of child labour in our supply chain.

We need to comply with the **Dutch Law on Child labour Due Diligence on combating child labour in global supply chains, that comes into force as of January 2020.**

Dutch companies and their supply chain business partners will have to declare that they have addressed the issue of child labour in their supply chains. This law requires companies to identify, prevent and if necessary, address the issue of child labour in their supply chains. We ask our suppliers to cooperate and be transparent about sub-contractors and sub-suppliers and possible risks within the supply chain of our products so we can cooperate in combating child labour. Risk studies show that the severe risks are mainly at cotton farming and wet processing (like spinning mill) stage.

NZA needs to be informed when cotton comes from countries or facilities where forced labour is required and so the risks on child labour occurs. Therefore, we ask our suppliers about their social management systems, latest audit reports or certifications like WRAP, SA 8000, Fair Trade, GOTS, Better Cotton or Organic Content Standard, or any other standard that entails Child labour. For Further information we refer to:

<https://www.mvoplatfom.nl/en/frequently-asked-questions-about-the-new-dutch-child-labour-due-diligence-law/>

### **Cotton Policy: Uzbekistan, Kazakhstan & Turkmenistan & Xinjiang Uyghur Autonomous Region (XUAR)**

Uzbekistan, Kazakhstan, Turkmenistan & Xinjiang Uyghur Autonomous Region (XUAR) are one of the world's largest exporters of cotton where the practice of forcing adults and children as young as nine to pick cotton under what the charity Anti-Slavery International describes as "appalling conditions".

N.Z.A. requires a signed declaration from all its suppliers to ensure that the cotton used for the N.Z.A. products is not grown in Uzbekistan, Kazakhstan & Turkmenistan & XUAR (Uzbek, Kazakhstan, Turkmenistan, XUAR-Free cotton Signed declaration)

### **Prohibition of Forced and compulsory Labor and Disciplinary Measures (ILO Conventions 29 and 105)**

There shall be no use of forced, including bonded or prison, labor. All forms of forced labor, such as lodging deposits or the retention of identity documents from personnel upon commencing employment, are forbidden, as is prisoner labor that violates basic human rights.

Business partners are obliged to

- Monitor their supply chains for red flags on forced labour. [https://www.ilo.org/global/topics/forced-labour/publications/WCMS\\_203832/lang--en/index.htm](https://www.ilo.org/global/topics/forced-labour/publications/WCMS_203832/lang--en/index.htm)
- Guarantee that all contracts in the supply chain have a section addressing the prohibition of the use of forced labour
- Make sure that materials are traceable, as far in the chain as possible and have this information ready to be assessed on request.
- Register the country of origin of cotton which is used.

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**Prohibition of Discrimination** (ILO Conventions 100, 111, 143, 158, 159, 169 and 183)

No discrimination shall be tolerated in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in workers' organizations including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, or any other condition that could give rise to discrimination.

**Freedom of Association and the Right to Collective Bargaining** (ILO Conventions 11, 87, 98, 135 and 154)

The right of all workers to form and join trade unions and bargain collectively shall be recognized. The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions.

**Fair Remuneration** (ILO Conventions 12, 26, 101, 102 and 131)

Wages and benefits paid for a standard working week, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards. Illegal, unauthorized or disciplinary deductions from wages shall not be made. In situations in which the legal minimum wage and/or industry standards do not cover living expenses and provide some additional disposable income, supplier companies are further encouraged to provide their employees with adequate compensation to meet these needs. Deductions from wages as a disciplinary measure are forbidden; unless this is permitted by national law and a freely negotiated collective bargaining agreement is in force.

**Working Hours** (ILO Conventions 1 and 14 and ILO Recommendation 116)

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work more than 48 hours per week and shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

**Workplace Health and Safety** (ILO Convention 155)

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Appropriate attention shall be paid to occupational hazards specific to this branch of the industry and assure that a safe and hygienic work environment is provided for. Effective regulations shall be implemented to prevent accidents and minimize health risks as much as possible. Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the employer are strictly prohibited.

**No Precarious Employment** (ILO Conventions 24, 25, 95, 117, 158, 175, 177, 181)

Business partners observe this principle when, without prejudice to the specific expectations set out in this chapter, (a) they ensure that their employment relationships do not cause insecurity and social or economic vulnerability for their workers; (b) work is performed based on a recognised and documented employment relationship, established in compliance with national legislation, custom or practice and international labour standards, whichever provides greater protection. Before entering into an employment contract, business partners should provide workers with understandable information about their rights, responsibilities and employment conditions, including working hours, remuneration and terms of payment.

**Ethical Business Behaviour**

Business partners observe this principle when, and without prejudice to the goals and expectations set out in this chapter, they are not involved in any act of corruption, extortion or embezzlement, nor in any form of bribery - including but not limited to - the promising, offering, giving or accepting of any improper monetary or other incentive. Please find more information on ethical business behaviour according to the [OECD Guidelines](#).

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### **Sandblasting**

N.Z.A. does not accept NZA does not accept the sandblasting process being used for their products, since this is banned.

### **3. N.Z.A. New Zealand Auckland BV Environmental Standards**

Environmental responsibility is considered as increasingly important and NZA expects its suppliers and business partners to act responsibly in this respect. N.Z.A.'s suppliers must comply with all applicable environmental laws and regulations in the country of operation.

#### **Environmental Responsibility**

N.Z.A. expects its suppliers to assess their significant environmental impact and establish effective policies and procedures that reflect their environmental responsibility efforts. N.Z.A. requests its suppliers to have procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment – in order to prevent or minimise adverse effects on the community, natural resources and the overall environment.

#### **Energy and CO2 emissions**

The consumption of energy of non-renewable origin is one of the main causes of greenhouse gas emissions. The production of textile and garments is an energy intensive process. We ask our suppliers to minimise their energy consumption and CO2 emissions wherever possible. Also, we do encourage our suppliers to make use of renewable energy sources like wind- and solar energy.

#### **Chemicals**

Chemicals are used everywhere in the production of goods. Apart from the pesticides and fertilizers in the natural fibre production, the 'big' issue, mainly in the textile chain, is the use of chemicals in bleaching, dyeing, printing and finishing. Important to realize is that decisions on colour, prints, shine, feel and performance (like shrink-free, fire resistant, easy iron etc.) have impacts on chemicals to be used. Thus, the base of the use of chemicals use lies in the design choices. From there it is important which specific chemicals are used and how they are used in the processing. The processing stages usually are 'hidden' behind the first-tier manufacturer or buying agent, and the use of harmful chemicals during these stages could be harmful for the workers and may leave traces in the final product and thus appear to the consumer.

#### **REACH**

Within the framework of the European Union REACH Regulation (Registration, Evaluation, Authorization and Restriction of Chemicals) chemicals, substances and articles will be assessed on their risks for health and environmental aspects. This process is managed by ECHA, the European Chemical Agency located in Helsinki, Finland. Which can be found on: <https://www.echa.europa.eu/>  
Substances of Very High Concern have been published by ECHA.

These recommendations will be updated on a regular basis to assist in the development of responsible entrepreneurship, and they can be used as a basis for the development of Quality Management Systems.

#### **Chemical Legal Requirements:**

All N.Z.A. products must meet the European legal requirements for chemicals in textile and leather articles as mentioned in the REACH legislation EU 1907/2006, the POP Legislation EU 850/2004 and in European national laws that exists in the different European member states.

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N.Z.A will provide their suppliers with a Restricted Substances List (RSL) including all restricted chemicals and test-methods that should be followed for delivering compliant products. The RSL will be updated on a regular base and is intended to inform N.Z.A.'s suppliers on international regulations restricting or banning the use of chemicals in apparel products.

As matter of general principle, N.Z.A reserves the right to select styles to be (counter) tested before shipment or upon arrival in their warehouse. If this post-test is a "FAIL", all the cost incurred in this testing procedure shall be borne by the supplier, including all additional cost for non-marketable styles.

REACH legislation EU 1907/2006, the POP Legislation EU 850/2004 and European national laws that exists in the different European member states. N.Z.A. has committed itself to market only products that are safe for the consumer and will meet all legal requirements.

As a matter of due diligence N.Z.A. has implemented a chemical management system in which products are tested on regular base.

#### **Restricted Substances List (RSL)**

The restricted substances list (RSL) in the annex is intended to inform our suppliers on international (upcoming) regulations restricting or banning the use of chemicals in apparel products including accessories attached to garments for example zip fasteners, buttons, etc. and packaging materials. The RSL takes most of the world's regulations into account (incl. REACH, POP), as well as harmful chemicals listed by NGO's.

We ask our suppliers to purchase materials without harmful substances. Please inform your fabric or yarn supplier about the RSL and risk matrix where chemicals are related to certain raw materials and processing steps and inform N.Z.A.(Attn. : [jane@nzanewzealand.com](mailto:jane@nzanewzealand.com)) about test results. Please take notice the RSL in Annex I and the Chemical Risk Matrices.

We ask our suppliers to follow the NZA Restricted Substances List (NZA RSL). We ask our suppliers to deliver test reports of high-risk chemicals. To determine high risk chemicals in your product, please use the chemical risk matrix in the RSL.

We prefer raw materials/products processed through facilities with a valid processing standard:

#### **Valid Processing standards**

A valid health OEKO-TEX® Standard 100 product certificate covers most of legal requirements of this RSL.

When applicable, N.Z.A. prefers one of below (or similar) processing standards. Please provide us with a copy of the valid certificate:

1. Organic raw material initiatives
2. OEKO-TEX® Step (or similar)
3. Blue Sign
4. ZDHC

These standards make sure that that no harmful chemicals are used in processing.

We ask our suppliers to keep records on the **content and source of our raw materials**. It is important to **measure, reduce and reuse material waste where possible**. Hereunder listed **standards and certifications**, related to sustainable raw materials like organic- or recycled cotton, aim to reduce the impact during cultivation and/or processing of textile fibres. The standards and certifications cover the fibre production phase which impacts water-, chemical- and energy use, effluents and possibly labour conditions. They do not cover the finishing substances used, e.g. dyes that are included in the processing standards.

*We ask our suppliers to offer available sustainable raw materials and to use/ask for one of the following or similar standards and to provide us with a copy of the scope and transaction certificates or other proof of compliancy*

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1. **GOTS (Global Organic Textile Standard):** Processing certificate → Social accountability included  
The standard covers the processing, manufacturing, packaging, labelling, trading and distribution of all textiles made from at least 70% certified organic natural fibres. The GOTS standard also includes requirements for the other steps in the supply chain, like the wet processing phase. GOTS is the worldwide leading textile processing standard for organic fibres, including ecological and social criteria, backed up by independent certification of the entire textile supply chain. On working conditions general provisions are required according the prevailing knowledge of the industry and of any specific hazards.

- **BCI (Better Cotton Initiative)** → Social accountability included.

'BCI is a multi-stakeholder initiative that works to bring together cotton's complex supply chain, from farmers to retailers, to improve cotton growing conditions globally. BCI has over 850 member organisations representing cotton producers, civil society, suppliers and manufacturers, retailers and brands whose membership fees help to support farmer capacity building. BCI aims to establish Better Cotton as a mainstream sustainable commodity, accounting for 30% of global cotton production by 2020. To learn more, visit [www.bettercotton.org](http://www.bettercotton.org)

- **Cotton in Conversion**

This type of cotton is grown by farmers that are switching from growing conventional cotton to growing organic cotton; they are 'in conversion'. This means that the cotton itself is organic, but the soil is not totally clean yet. That's why it cannot be labelled as organic as yet; there is a 3-year period under the NOP standard, and a 2-year period under the EEC 2092 directive. Labelling for in conversion cotton is only allowed in the EU. When buying cotton in conversion, you support the organic grown production.

- **CCS (Content Claim Standard)**

The Content Claim Standard (CCS) is a third-party verified chain of custody standard that provides companies with a tool to verify that one or more specific input materials are in a final product. It requires that each organization along the supply chain takes sufficient steps to ensure that the integrity and identity of the input material is preserved. To learn more, visit: <http://contentclaim.org/>

- **OCS (Organic Content Standard)**

The Organic Content Standard (OCS) is a third-party verified standard that replaces the previous OE Blended and OE 100 from the same organization. The standard provides chain of custody through the requirements of the Content Claim Standard for raw material inputs certified to national organic regulations. The OCS includes a consumer-facing label to provide better information to consumers. A list of suppliers may be found on the OCS webpage. To learn more, visit: <http://organiccontent.org>

- **CmiA (Cotton made in Africa)** → Social accountability included

CmiA is a strategic alliance of partners from trade and industry, the public sector and NGOs which contribute to the fight against poverty and environmental degradation in Africa by activating market forces for sustainable cotton. CmiA wants to help local smallholder cotton farmers and their families to raise their own standard of living by building up an alliance of international brands and retailers who use the sustainable African cotton for their products and pay a licensing fee back to CmiA. The licence earnings are reinvested in the African project regions to help smallholder farmers help themselves through trade and to improve the social, ecological and economic living conditions of smallholder cotton producers and their families. To learn more, visit: <http://www.cottonmadeinafrica.org>

- **Fair Trade** → Social accountability included

Fairtrade's goal is to approach to the entire value supply chain for e.g. textiles to address the challenges in the textile industry. This comprehensive approach engages producers and workers in the chain to bring about better wages and working conditions and engages brands to commit to fair terms of trade. Fairtrade standards include environmental criteria, which generally require farmers to work toward best environmental practices, through the use of "Integrated Crop Management" systems, which seek to minimize the use of agrochemicals, and prohibit the use of the most hazardous pesticides. Nonetheless the use of pesticides and synthetic fertilizers is still allowed, as many poor farmers, without strong support to learn organic methods, would not be able to join the scheme if chemicals were completely prohibited, and therefore as a result, Fairtrade certified cotton is not necessarily organic. The Fairtrade mark on cotton guarantees that the fibre was grown in the developing world, in a country such as

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India or Africa, where it had the greatest positive impacts on the producers involved. To learn more, visit: <http://www.fairtrade.org.uk>

- **GRS (Global Recycle Standard)**

The Global Recycle Standard (GRS) is a full product standard that incorporates recycled material verification, chain of custody verification through the requirements of the Content Claim Standard, and processing requirements. The standard includes social and environmental responsibility criteria, as well as chemical management. The website of GRS provides a list of GRS certified products. To learn more, visit: <http://globalrecycled.org>

- 2. **STeP by OEKO-TEX® (Sustainable Textile Production)** Social accountability included

Step is a certification system for brands, retail companies and manufacturers from the textile chain who want to communicate their achievements regarding sustainable production to the public in a transparent, credible and clear manner. Certification is possible for production facilities of all processing stages from fibre production to finishing facilities and manufacturers of ready-made textile items. The objective of Step certification is the permanent implementation of environmentally friendly production processes, optimum health and safety and socially acceptable working conditions. To learn more, visit: [www.oeko-tex.com/step](http://www.oeko-tex.com/step)

- 3. **Blue sign**

The Blue Way by BLUESIGN represents the vision and mindset of responsible and sustainable manufacturing of textile consumer products. BLUESIGN is a system that provides safer and more sustainable environments for people to work in and everyone to live in. Powered by a holistic approach, BLUESIGN traces each textile's path along the manufacturing process, making improvements at every stage from factory floor to finished product.

- BLUESIGN changes the environmental impact of textiles for good. As a solution provider and knowledge broker,
- BLUESIGN acts as an independent verifier to secure trust and transparency. Corresponding to this approach,
- BLUESIGN encourages the industry to increase their efforts in sustainable processes step by step.

- 4. **ZDHC**

The ZDHC Foundation oversees the implementation of the ZDHC Roadmap to Zero Programme, a collaboration of major fashion brands, value chain affiliates and associations. Together, we drive the global implementation of safer chemical management practices.

### **ANIMAL WELFARE**

N.Z.A. asks their suppliers to prevent, reduce and eradicate animal suffering in the production or supply chain. We believe that animals are entitled to humane treatment and have their basic needs met. This must be respected through adoption of good animal husbandry. Suppliers should implement international industry best practices for animal welfare: "the Five Freedoms for Animal Welfare"<sup>4</sup>, as defined by the Farm Animal Welfare Council. In addition,

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<sup>4</sup> The 5 freedoms standards of animal welfare-widely acknowledged as the benchmark for treatment of animals. To us the behaviours in the video are a shocking exception and do not in any way represent normal practice.

1. Freedom from Hunger and Thirst-by ready access to fresh water and a diet to maintain full health and vigor.
2. Freedom from Discomfort- by providing an appropriate environment including shelter and a comfortable resting area.
3. Freedom from Pain and Injury or Disease- by prevention or rapid diagnosis and treatment.
4. Freedom to Express Normal Behaviour- by providing sufficient space, proper facilities and company of the animal's own kind.
5. Freedom Fear and Distress- by ensuring conditions and treatment which avoid mental suffering.

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N.Z.A. does not accept any raw materials from any endangered species as listed on the IUCN Red List<sup>5</sup>, as critical endangered, near threatened, endangered, extinct in the wild, or vulnerable on the IUCN Red List. Therefore, suppliers must provide animal welfare guarantees when products of animal origin are used. Please find N.Z.A.'s Animal Welfare requirements below.

#### **Endangered Species Policy**

- N.Z.A. does not accept Real exotic animal skins (incl. snake, alligator, crocodile, lizard and ostrich).

#### **Fur**

- N.Z.A. does not accept real fur

#### **Silk**

- N.Z.A. does not accept silk from moth that are boiled alive.

#### **Cashmere Policy**

- N.Z.A. does NOT permit that cashmere is collected from goats in an animal-unfriendly manner.

#### **Mohair & Angora policy (Rabbits)**

- N.Z.A. does not accept Mohair & Rabbit, including Angora Rabbit hair.

#### **Leather:**

- Real leather and suede from sheep, pigs, goats and cattle reared for meat production & synthetic leather are accepted. All other leather variations are NOT permitted!
- N.Z.A. only accepts leather from animals raised for meat production. We prefer leather processed through facilities rate by Gold, Silver, Bronze by the Leather Working Group or facilities STeP by OEKO-TEX certified.

#### **Down Feathers Policy**

- N.Z.A. does not accept Down/Feathers from live-plucked birds and from force fed birds. N.Z.A. only accepts Down/Feathers from meat production and prefers Down/Feathers that are certified to the Textile Exchange Responsible Down Standard. N.Z.A.'s suppliers must submit a declaration or certificate guarantee to N.Z.A. that all Down filled garment/items are Non-live plucked down.
- Health: Hygiene & Sterilized Down/Feathers: N.Z.A.'s suppliers must submit a certificate guarantee to N.Z.A. that all down/feathers are delivered according to EU: EN12934 & International Standards.

#### **Wool & Mulesing Policy**

We endorse the IWTO- standards for animal welfare and demand that the Five Freedoms for Animal Welfare must be respected.

- N.Z.A. only accepts wool from sheep that have not been mulesed and prefers wool that is certified to the textile Exchange Responsible Wool Standard
- Mulesing is NOT permitted. This surgical procedure carried out on (mainly Merino) sheep to prevent flystrike. N.Z.A. requires a declaration for Mulesing-free wool.
- In case the supplier cannot assure that the materials used for N.Z.A.-products (in the SMS-developing/production phase) comply with the animal welfare requirements above, N.Z.A. needs to be informed as soon as possible. Please find N.Z.A.'s contact information below.

#### **Man-made Cellulosic Fibres**

- N.Z.A. does not accept products (Viscose, Rayon, Modal and lyocell) deriving from illegally logged sources, ancient and endangered forests, as listed in the IUCN Red list as critical endangered, near threatened, endangered, extinct in the wild, or vulnerable
- N.Z.A. prefers sustainably certified wood products (e.g. FSC)

<sup>5</sup> IUCN Red List: Union for Conservation of Nature's Red List of Threatened Species has evolved to become the world's most comprehensive information source on the global conservation status of animal, fungi and plant species.

<https://www.iucnredlist.org/>

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### 3. Management System, Monitoring and verification

#### Management System

N.Z.A.'s suppliers shall define and implement a policy for social accountability themselves. N.Z.A.'s suppliers should develop a management system to ensure that the requirements of the Code Of Conduct, Environmental and Human Health criteria will be met as well as establish and follow an anti-corruption policy in all their business activities. The management is responsible for the correct implementation and continuous improvement by taking corrective measures and periodical review of the Code of Conduct, as well as the communication of the requirements of the Code of Conduct to all employees. It shall also address employees' concerns of non-compliance with this Code of Conduct.

NZA accepts valid declaration of below systems:

- Fair Wear Foundation
- Amfori BSCI
- ISO 26000
- SMETA ethical audit
- WRAP
- SA8000

Sketch showing the Situation of New Zealand RELATIVELY TO THE AUSTRALIAN COLONIES

