Mark One Pty Limited is committed to positive change, taking responsibility to improve its social and environmental impact on communities. To meet these aspirations toward our stakeholders we support and enact a range of values in the area of human rights, labour standards and the environment that we can influence.

The Mark Apparel Code of Business Principles underpins this commitment to legal compliance, continuous improvement and sustainability.

Our initiatives

Mark One Apparel is undertaking a variety of initiatives to support our aspirations and values:

MARK ONE APPAREL’S LABOUR DISCRIMINATION POLICIES

✓ CHILD LABOUR:
   The company shall not employ any individual who has not attained the age of 16 years.

✓ FORCED LABOUR:
   Mark One Apparel shall not engage in or support the use of neither forced labour nor shall personnel be required to lodge identity papers upon commencing employment. All employees have freedom of choice to leave at the end of their shift, employees are free to resign at any time provided they understand the rules regarding due notice in order to receive their last wages.

✓ STATEMENT OF HUMAN RIGHTS:
   Mark One Apparel is committed to ensuring all workers, wherever they may be located, are treated with humanity and dignity and all are entitled to his or her basic rights.

✓ HEALTH & SAFETY
   At Mark One Apparel we are committed to the provision and maintenance of a healthy and safe workplace for all our employees, contractors and visitors. We believe that Health & Safety ranks equally with responsibilities for production, sales and profits. Management will ensure that everything practicable is done to prevent injury or illness arising from unsafe practices and hazards in the workplace. The participation of employees is encouraged in the development of occupational Health & Safety programs and procedures. We expect all our employees to be individually and collectively responsible for working in a healthy and safe manner and to cooperate with, support and promote occupational health, rehabilitation and safety in the workplace. We comply with relevant occupational Health & Safety legislation and provide the resources and training to enable Mark One Apparel management and employees to fulfil their statutory obligations.
✓ FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING:
Mark One Apparel shall respect the right of all personnel to form and join the union and to bargain collectively. MOA will ensure that all union members and representatives are not subject to discrimination and that such representatives have access to their members in the workplace. All workers must be given a written contract of employment, setting out amongst other matters, information regarding their employment conditions and wages.

✓ DISCRIMINATION:
Mark One Apparel will abide with all Equal Employment Opportunity principles and shall not engage in or support discrimination in recruitment & selection, in human resources development, promotion, compensation, termination, disability, union membership and political affiliation. The company is committed towards insuring that our work place is totally free from sexual harassment and that employee and other individuals who are associated with the company are treated with fairness and respect.

✓ DISCIPLINARY PRACTICES:
Mark One Apparel is obliged by the relevant laws of Fiji while taking disciplinary action, under the organisation will ensure that the disciplinary action will be fair and proportionate with the disciplinary issue under consideration and the organisation shall not engage in or support the use of corporal, mental, or physical punishment and verbal abuse.

✓ WORKING HOURS:
Mark One Apparel is committed towards abiding by all applicable laws and industry standards of the Fijian legal system. A normal working week shall be from Monday to Friday up to 45 hours. Overtime shall be all work performed in excess of that performed on a normal working day and all work performed on days other than a normal working day.

✓ WAGES COMPENSATION:
Mark One Apparel shall ensure that wages paid for a standard working week shall meet the legal and industry standards and deductions from the wages are not made for disciplinary purposes, and details of wages and benefits is free from ambiguity. Workers should be granted their annual leave and sick leave without repercussion. Female worker should be given their maternity leave.

✓ ENVIRONMENTAL ISSUES
Mark One Apparel does not want to adversely affect to earth’s resources and we currently working on ways to effect positive change.

✓ WORKING CONDITIONS
Mark One Apparel is committed towards abiding by all applicable national laws and industry standards relating to working conditions health and safety, sanitation, fire safety, risk protection, electrical fitting and appliance and the structure of premises, must be followed and complied with Fijian legal system. All machinery must be maintained to a standard to ensure that workers are not at any unreasonable risk whilst using the machinery or whilst being near to the machinery. Workers must be provided with all necessary safety equipment as appropriate. Training must be carried out as necessary to ensure that both the machinery and the safety equipment are being used correctly. All dangerous, combustible and hazardous material must be stored used and disposed of in a correct and safe manner. All fire exits and all routes to fire exits must be free from obstruction and clearly sign posted in the local and common language with a commonly recognised symbol. Fire drill practices must be carried out at least twice
year and must be recorded in writing. Exit should not be blocked by carton, fabric roll, or debris. First Aid Equipment must be available in each floor and at least one person in each department should be trained in basic First Aid.

✓ Sub-Contractors
The terms and conditions as set to out in Mark One Code of Practise shall also apply to Sub-Contractors in so far as possible. Mark one does not permit the use of the services of children under the minimum working age in any manner whatsoever including the provision of services by sub-contractors. No suppliers can subcontract work without the prior approval in writing of the buying /technical terms. This code without expectation applies to all sub contractors.

Our Communications
We are committed to communicating and building a dialogue with internal and external stakeholders about our challenges and accomplishment in achieving our sustainable development and environmental management goals.

Public Reporting
We will reflect our progress and future plans on our social and environmental report to enable all our stakeholders to understand and monitor our performance and future plans.

Signed:

Mark Hatabe
Managing Director

Dated: Monday 29th December 2014