

THE ETHICAL OR BEHAVIOURAL CODE OF BOBOLI - STAR TEXTIL

The purpose of this ethical code is to serve as a useful tool that transmits the values and principles of the company as well as to explain its vision and mission.

Our **mission** in **boboli** and **Star Textil** is to design and distribute satiating children's' fashion through our collections full of colour, vitality, joy, innovation, fun... A unique style for the little ones, one that has more personality.

The **vision** is to maintain continuous growth and to get the exports to represent 50% of the company's turnover. To achieve this, **boboli** and **Star Textil** will adapt their products and create the necessary commercial structure in order to grow in a controlled and safe manner, focusing on the internationalization of the group and based on the quality and innovation of both products and processes.

To attain this, we have a commitment to all clients, consumers, employees and collaborators, and ask them that this guide be used as a model.

The regulatory framework that our ethical code is based on comprises:

- *The ILO Conventions.*
 - *The Universal Declaration of Human Rights.*
 - *The Global Pact of the United Nations.*
 - *The Spanish labour legislation.*
 - *The Local legislation relating to the environment (if this does not exist, the related current international legislation).*
- **Behaviour with future value**

In **boboli** and **Star Textil** we endeavour to behave as much as possible in a professional, ethical and responsible manner in the development of activities, whether they be at our posts or anywhere in the world.

In turn, each of us has a commitment to the company not only in our workplaces but also outside of them, when we are its representatives abroad.

The **values** that define us are:

- **Innovation** in products with a clear commitment to fashion in their collections and in their processes through a multichannel distribution system.
- Seeking **excellence at work**.
- **Teamwork** always based on respect for each and every person working in the company, having internalized the idea that the end result is the sum of the effort made by all.
- **Treating staff well:** In boboli and Star Textil, respect for people is a basic pillar and everyone in the company should address their companions respectfully and with good manners.

- **Our commitment**

Our commitment is to promote and maintain a culture of respect and equal opportunities in all areas:

- We do not discriminate on the basis of gender, religion, race, ethnic origin or nationality, culture, social group, disability or disease, sexual orientation, marital status, age or political opinion. When selecting staff, the decision is based solely on the merits and capacities of the person.
- We maintain a positive work environment in which people are free to learn from their successes as well as from their errors, and are thus able to grow professionally.
- We fight against workplace harassment.
- All employees are entitled to a written employment contract.
- We communicate at all times in an honest, accurate, timely and effective manner, in compliance with all relevant legal requirements.
- boboli and Star Textil provide us with the necessary tools to do our jobs. We know that these tools are the property of the company and that they must therefore be used in the company's interest.
- The weekly working hours do not exceed either the legal established limit or the limit established by convention in the sector.
- We ensure that employees receive a salary that is accordance with their posts and the current legislation.
- We protect the most sensitive information, taking the necessary measures to maintain its confidentiality in order to avoid its being improperly exposed as well as to prevent its undue destruction.
- Similarly, we respect the privacy rights of our workers and staff. To avoid noncompliance with laws regarding data privacy, we take necessary action and have a team of experts in the Data Protection Act (LOPD). We are aided by DATAx (that abides by the Declaration of the International Labour Organization (ILO) of the United Nations regarding the Fundamental Principles and Rights of the Workers) in all matters related to the LOPD and thus avoid any breach of the law regarding data privacy as well as enable actions to be undertaken whenever the need arises.
- We defend the freedom of association and the effective recognition of the right to collective bargaining, the elimination of any form of compulsory or forced labour, the abolition of child exploitation and the elimination of discrimination with respect to employment and profession as a means to ensure decent working conditions.
- We make a conscious effort to ensure that our work environments and practices are safe, healthy and environment-friendly.
- The value of responsibility is upheld through our commitments and obligations to clients, suppliers and in particular to society by reducing any environmental impact we might cause. Regarding the value of responsibility, we are aware of our commitment to the environment and act accordingly to favour as well as reduce the impact of business activity on it.
- At **boboli** and **Star Textil** we are open to collaborate, promote and work together with social groups linked to the sector, at the local, national and international level.

- **Use of data: Organic Law on Data Protection**

With respect to the storage of staff data, the Organic Law on Data Protection establishes the following obligations for both the employee and the company:

- The employee must expressly agree in writing to comply with the security measures implemented in the company in this respect.
- The company must treat data in accordance with the principle of data quality in Art. 4 LOPD, i.e. personal data must conform to the purpose for which it is collected, it must be accurate and updated, it should not be held indefinitely without due cause and should not have been unlawfully collected.
- The basic security measures established in Art. 80 and Social Security Regulation 1720/2007 for Data Protection must also be applied to this data.
- When the employment relationship is ended, the data must be cancelled, the said cancellation entailing the data being blocked, and thereafter only at the disposal of the public administrations, judges and courts for the purpose of dealing with any liabilities that arise from the data processing, for the duration of such liability.

- **Our obligation relating to the prevention of occupational risks**

We expect all employees to comply with the applicable legislation of occupational risk prevention when it is made available to them.

We are aware of the fundamental importance of all aspects concerning the safety and health of our collaborators. We have therefore given priority to the development of a **policy of prevention of occupational risks**, whose primary goal is to achieve a safe working environment in the company.

The safety of our collaborators must always prevail. All accidents must be avoided, and to this end we will dedicate the required resources.

In **Star Textil**, we are collaborating with MC PREVENCIÓN to ensure that the prevention system is complied with. They provide occupational risk prevention services, carrying out the procedures related to managing occupational risk prevention, health surveillance, training in occupational risk prevention or evaluations of occupational risks in the company.

In **boboli**, which includes all the stores of the company, we have hired the services of CAPRESA, an occupational risk prevention company that provides all developments related to safety, industrial hygiene, ergonomics, psycho-sociology and occupational medicine. Thanks to CAPRESA, we are up to date in all the occupational risk assessments of all our shops from the moment they start operating, as well as in health vigilance and the medical examinations of all shop attendants and staff.

With both these external services, **boboli and Star Textil** contribute to the care and security of all their collaborators. The workplace is adapted to the needs of the employees, welfare is improved, injuries that might appear in the long term are avoided, and the employees receive training in occupational risks and prevention when they first join the company. We also guarantee safety



against fire and other emergencies in all our facilities by taking all the necessary safety measures, conducting simulations and training staff according to their needs.

- **Real Compliance with the Ethical and Behavioural Code**

In **boboli** and **Star Textil** we ensure that all the employees, franchisees and partners comply with this mandatory Ethical and Behavioural Code.

We ensure that all the manufacturers supplying children's fashion garments and accessories as well as other suppliers comply compulsorily with the Supplier's Code of Conduct.

We in **boboli** and **Star Textil** have made a commitment and act in accordance with all the aspects referred to in this Code of Conduct that constitutes the framework of the company's Corporate Social Responsibility.

Responsibility is the pillar of the values that **boboli** and **Star Textil** defend, and that all employees must follow.

Therefore, we are upholding the social commitment that all businesses should have, to join forces in collaborating and helping to improve socioeconomic conditions in the workplace.