



The Gaila Fund for Women with Cancer, Inc.

Social Accountability and Sourcing Code of Conduct

Our hats are made in socially responsible factories chosen not only for their high quality work, but their commitment to ethical work practices in all facets of the supply chain. This is achieved by strong relationships with vendors chosen for their workmanship and beautiful fabrics, as well as their commitment to a compliant work place.

The standards adhered to by all Gaila-approved suppliers are aligned with international human rights norms, and are auditable by third-party verification companies:

- No use of child, forced, or compulsory labor
- All manufacturing facilities required to be deemed healthy and safe
- Workers are free to associate and organize, with the right of collective bargaining
- No discrimination in hiring, access to training, promotion, termination, compensation, or retirement based on race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, or age
- No worker abuse or exploitation or coercion will be tolerated
- All workers shall be treated with dignity and respect
- Companies must comply with all laws and industry standards governing both normal working hours and proper overtime; overtime will be voluntary not compulsory
- Companies will pay fair wages aligned with legal and industry requirements
- Companies will provide training and education as to the rights of the worker, and allow workers to elect representatives to address issues, questions, and possible violations with management, without any threat of retribution in any form
- Companies will make all premises available at any time for both announced and unannounced 3rd party verification audits as well as government agency compliance inspections
- Companies will make all personnel and wage records available for scrutiny by auditing agencies
- Companies will act quickly to correct any and all violations found in the workplace or face sanctions and cessation of business

The Gaila Fund for Women with Cancer will only contract with companies that strictly adhere to these standards, and will cease business with those found to be out of compliance.