

Business Ethics

We use Hanes for the man t-shirt, the society guarantees:

- *Human Rights and the Law: Hanes complies with employment laws in every country in which it operates, and supports fundamental human rights for all people.*
- *We will not employ children or forced labor, including prison or bonded labor. We will not tolerate physical punishment or abuse. We will respect the right of employees to exercise their lawful right of free association.*
- *Similarly, we will recognize the lawful rights of our employees to choose or not choose collective bargaining representation.*
- *Hanes enthusiastically supports laws prohibiting discrimination based on a person's race, color, gender, national origin, age, religion, disability, veteran status, marital status, sexual orientation or other protected characteristics.*
- *All our garments and accessories need to be conforming to the regulations of **Oeko-Text Standard 100**.*

“Oeko-Text standard 100” is an international, normative document, published by the International Association for research and Testing in the field of Textile Ecology (Oeko-tex / Öko-Text).

The Oeko-Text system guarantees that all tested and certified textile products are free from harmful substances that may be injurious to human health. The Oeko-Text Standard 100 prohibits or regulates the use of harmful substances. The following parameters are included in the Oeko-Text criteria:

- *Banned MAK amines found in specific azo dyestuffs*
- *Carcinogenic and allergy-inducing dyestuffs*
- *Formaldehyde*
- *Pesticides*
- *Phenols*
- *Chlorinated aromatic compounds*
- *Extractable heavy metals: Ni, Cd, Cr, CrVI, etc.*
- *Colour fastness*
- *pH-value*
- *Phthalates (in babyarticles)*
- *Organic tin compounds (TBT and DBT)*
- *Emission of volatile components*
- *Odour*

All regulations followed are extremely important and strictly enforced by Hanes. More information about Oeko-Text standards, certificates and institutes can be found on www.oeko-tex.com.

We use *Bella* for the man t-shirt, the society guarantees:

- *Human Rights and the Law: Bella complies with employment laws in every country in which it operates, and supports fundamental human rights for all people.*
- *We will not employ children or forced labor, including prison or bonded labor. We will not tolerate physical punishment or abuse. We will respect the right of employees to exercise their lawful right of free association.*
- *Similarly, we will recognize the lawful rights of our employees to choose or not choose collective bargaining representation.*

Where does *Brainwashing* t-shirt come from?

- *Man t-shirt: Honduras*
- *Woman t-shirt: California US*

Where does *Brainwashing* t-shirt are printed?

- *Printed in Brescia, North Italy*