



Principles of the  
Code of Conduct



BSCI  
An initiative of the Foreign  
Trade Association (FTA)  
Business Social Compliance Initiative



THE RIGHTS OF FREEDOM OF  
ASSOCIATION AND COLLECTIVE  
BARGAINING



NO DISCRIMINATION



FAIR REMUNERATION



DECENT WORKING HOURS



OCCUPATIONAL HEALTH  
AND SAFETY



NO CHILD LABOUR



SPECIAL PROTECTION FOR  
YOUNG WORKERS



NO PRECARIOUS  
EMPLOYMENT



NO BONDED LABOUR



PROTECTION OF  
THE ENVIRONMENT



ETHICAL BUSINESS  
BEHAVIOUR

## Social Compliance Management

Grosso Moda conforms to the rules of social accountability, including not only the organization's own policies and practices but also those of the supply chain.

It is a continuing process in which we keep on looking for better ways to protect the health, safety, and fundamental rights of the employees, and to protect and enhance the community and environment in which they operate.

By being a full BSCI member, we pursue a constructive and open dialogue among business partners and stakeholders in order to reinforce the principles of socially responsible business and see the building of mature industrial relations between workers and management as being key for sustainable business.

# Supply Chain Management

- Design to cost



Design



Development

- Development to cost requirements
- Global fitting



Fabrics/ Trims

- Fabric development to meet costs
- Chemical compliance
- Physical parameters
- Independent 3rd party inspection and testing at suppliers
- BSCI auditing



Manufacturing

- Continuous presence of GM QC managers for inspection in line
- Technical assistance
- BSCI compliance management



Quality control

- Final QC inspection by GM
- Quality control by nominated partners ITS and Buro Veritas



Delivery

- FOB
- Delivery by nominated forwarders
- Track and trace system

TRANSPARENCY  
IS THE KEY.

Supply Chain Management is fundamental for future success in the fashion industry. Navision based PLM will enable our clients to be part of our order process management.