

We care!

Be smart, be responsible and change the world by choosing the right business partners. We rely on suppliers and producers who comply with the high ethical standards of our company.

Our CSR team (for Corporate Social Responsibility) monitors the production facilities in order to assure high

standards in working conditions as well as environmental and social issues. We do NOT work with subcontractors when it comes to monitoring our quality. The CSR team screens our manufacturers with high diligence regarding work safety. Our garments and accessories comply with the regulations of OEKO-TEX® Standard 100. Furthermore we trade in accordance with the prescriptions of the Worldwide Responsible Accredited Production (WRAP). The regulations and prescriptions are considered extremely important and are strictly enforced by our company and our business partners.

OEKO-TEX® STANDARD 100

It is our responsibility to ensure that consumers are able to rely on our product safety. We monitor the quality of our supply chain assuring that the products we sell meet all government safety and quality standards on top of our own operating principles. Our garments and accessories comply with the regulations of OEKO-TEX® Standard 100. Hereby we can guarantee that all tested and certified textile products are free from pollutants that may be harmful to our health. The regulations are considered extremely important and therefore strictly enforced by Smartwares® Printables. www.oeko-tex.com



WRAP

WRAP is an independent, non-profit organisation dedicated to the certification of facilities engaged in lawful, humane and ethical production. Its principles include, among others, the prohibition of forced labor, child labor, harassment and abuse. It also focuses on working hours, health and safety and the environment. Naturally Smartwares® Printables operates in a highly ethical and socially responsible manner and continuously carries out inspections to ensure that WRAP's guidelines are being adhered to. www.wrapapparel.org



BUSINESS ETHICS

Today's business environment demands that we deliver better products at competitive prices. It also demands that we act ethically and responsibly. It is essential that we conduct ourselves with integrity and comply with the laws and regulations that govern our global business activities:

We have a responsibility to:

Ourselfs

Our employees

Our Consumers

Our Business Partners

Our Communities

Stedman asks the same responsibilities from its suppliers. Stedman believes in doing business with those suppliers, manufacturers, contractors, joint venture partners, agents, distributors, and consultants who embrace and demonstrate high standards of ethical business behavior.

OURSELVES

We want to be proud of the work we do and the lives we lead. Integrity is at the heart of who we are. Each Stedman employee is responsible for demonstrating integrity. Business integrity is hard to define, but everybody knows it when they see it. Among other things, it means honesty and obeying the law. It means treating those with whom we work with fairness and respect. And it means being accountable and taking responsibility for actions and consequences.

OUR EMPLOYEES

Our success as a company and as individuals depends on the unique contributions of all the people we work with. We owe each other honesty, respect, and fair treatment.

Human Rights and the Law: Stedman 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.

Stedman 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.

Fair Treatment

Stedman is firmly committed to the fair treatment and compensation of employees. All applicants and employees are judged by their qualifications, demonstrated skills and achievements.

Diversity

We believe that differences should be valued. Every employee deserves the opportunity to work and grow in an environment that is free of discrimination and harassment, and that supports work/life flexibility.

Harassment

Stedman employees have the right to work in an environment that is free from intimidation, harassment and abuse.

Safety and Health

Stedman is committed to providing a safe and healthy work environment.

OUR CONSUMERS

Consumers around the world purchase our products because they trust them. They trust their quality, they trust their value, and they trust that we will stand behind what we sell. Stedman wants to preserve that trust.

Product Safety

Stedman has a fundamental responsibility to ensure that consumers can trust the safety of our products. We have an obligation to monitor the quality of our supply chain to ensure that the products we sell meet all government safety and quality standards, as well as our own.

Quality and Value

Stedman builds preeminent brands by offering high quality and good value. No product can leave a warehouse or factory as first quality unless it is.

OUR BUSINESS PARTNERS

We depend on strong relationships with our customers, suppliers and other business partners who help us provide the high quality, high value products consumers demand. Stedman believes in doing business with those suppliers, manufacturers, contractors, joint venture partners, agents, distributors, and consultants who embrace and demonstrate high standards of ethical business behavior.

OUR COMMUNITIES

We actively seek opportunities to contribute to the communities in which we do business, and to improve the environment that sustains us all.

The Law

The first and foremost obligation of responsible citizenship is to obey the laws of the countries and communities in which Stedman does business.

Community Commitment

Stedman is proud of its contribution to the economic and social development of the locations where it has operations.

Environment

Stedman is committed to protecting the quality of the environment around the world through sound environmental management. Stedman strives to continuously improve our environmental performance through resource conservation, waste minimization, water and energy efficiency and effective use of raw materials.

Individual Political Activities

Stedman respects the right of each of its employees to participate in the political process and to engage in political activities of his or her choosing