

LC WAIKIKI

LC WAIKIKI's values specifically prohibit discrimination and exploitive practices against any employees, whether Syrian or any other nationality.

Child labor is also strictly prohibited, again regardless of the nationality of the children.

LC Waikiki's sensitivity to this issue does not just apply to Syrian Refugees. We especially would like to emphasize our sensitivity about employing all workers in accordance with the legal requirements of the country. We would like to emphasize that in our country there are almost 2,5 million Syrian and Iraqi refugees who survive under difficult circumstances. Some of those refugees survive in refugee camps which are under the control of the government and some are in separate cities. LC Waikiki maintains frequent audits and negotiates strict contracts with all our business partners, which are in compliance with law, especially laws against child labor abuse. LC WAIKIKI has a robust compliance auditing program, using both inhouse and 3rd party resources. Our audits are both semi-announced (first audits) and unannounced (all subsequent audits) .

In addition we are prompt to deliver necessary warnings or to terminate the business when there is any incompliance related with this issue. When it comes to noncompliance we have a warning and notice procedure. Depending upon the severity of the noncompliance the factory will be given a short period to correct the noncompliance, and unannounced follow up audits will be conducted. Should the factory continue to be noncompliant, their business with LC Waikiki is likely to be terminated. It should be noted that use of child labor is a RED LINE (i.e. in the most serious category where zero tolerance is applied).

In summary, we make sure our suppliers and business partners meet these conditions by expecting them to meet appropriate working norms and to carry out various implementations. LC Waikiki is a brand which has sensitivity to being in compliance both with universal ethical values, and the law. Furthermore, LC Waikiki closely monitors all production units to make sure that the workers are treated fairly, and with respect, according to our company values, according to ETI standards, and to Turkish Law. We are vigilant in making sure Child Labor is not used, following ILO guidelines in all cases. This applies equally to all workers, regardless of nationality.