



## DECLARATION OF SOCIAL COMPLIANCE

To Whom It May Concern:

Next World Network Services FZE is committed to ensuring workers within its supply chains are treated fairly and equally, without fear of harassment or exploitation. Not because we must do this, because we believe in it with all our heart.

We achieve this by committing to the BSCI code guidelines which is based on internationally recognized International Labor Organization (ILO) conventions. These conventions are summarized with the following clauses that have been implemented into our day-to-day business:

- Employment is freely chosen / No bonded labor;
- Freedom of association and the right to collective bargaining are respected;
- Working conditions are safe and hygienic / Occupational health and safety;
- Child labor shall not be used / No child labor & Special protection for young workers (if applicable);
- Living wages are paid / Fair remuneration;
- Working hours are not excessive / Decent working hours;
- No discrimination is practiced;
- Regular employment is provided / No precarious employment;
- No harsh or inhumane treatment is allowed;
- Ethical business behavior;
- Protection of the environment;

More details on the ethical codes can be obtained from the ETI or BSCI websites ([www.ethicaltrade.org](http://www.ethicaltrade.org) or [www.bsci-intl.org/content/bsci-code-conduct](http://www.bsci-intl.org/content/bsci-code-conduct))