

FRIDAYE

Code of Conduct

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Prepared by: @apals

At Preworshipped Ltd and Fridaye London, we recognize the importance of conducting our business in a manner that upholds the highest standards of integrity, ethics, and respect for all stakeholders. Our Business Code of Conduct serves as a comprehensive guide outlining the principles, values, and expectations that guide our interactions, decisions, and operations.

Ethical Behaviour

Honest and Transparent Communication:

We are committed to honest and transparent communication in all our interactions, both internally and externally. We provide accurate and complete information to stakeholders and avoid misrepresentation or deception.

Avoidance of Conflicts of Interest:

We recognize and mitigate conflicts of interest that may arise between personal interests and the interests of the company. Employees are required to disclose any potential conflicts and seek guidance on how to address them appropriately.

Confidentiality and Data Protection:

We respect the confidentiality of sensitive information belonging to the company, employees, customers, and partners. We maintain robust data protection measures to safeguard personal and proprietary information from unauthorized access or disclosure.

Fair treatment and diversity

Equal Employment Opportunity:

We provide equal employment opportunities to all individuals, regardless of race, ethnicity, gender, sexual orientation, religion, age, disability, or any other characteristic protected by law. Discrimination, harassment, and retaliation are strictly prohibited.



Inclusion and Diversity:

We embrace diversity and foster an inclusive work environment where all employees feel valued, respected, and empowered to contribute their unique perspectives and talents. We celebrate diversity as a source of strength and innovation.

Compliance with Laws and Regulations

Adherence to Legal Requirements:

We comply with all applicable laws, regulations, and industry standards in the jurisdictions where we operate. This includes but is not limited to labor laws, environmental regulations, consumer protection laws, and tax laws.

Ethical Business Practices:

We conduct our business ethically and with integrity, avoiding bribery, corruption, and other unethical practices. We adhere to anti-corruption laws and maintain accurate records of all business transactions.

Environment Responsibility

Sustainable Operations:

We are committed to minimizing our environmental impact and promoting sustainability throughout our operations. This includes reducing energy consumption, minimizing waste, conserving water, and adopting eco-friendly practices.

Environmental Stewardship:

We actively seek opportunities to reduce our carbon footprint, protect natural habitats, and support initiatives that promote environmental conservation and biodiversity.

Animal welfare:

We are committed to fostering a compassionate and sustainable fashion industry. Our dedication to animal welfare is a core part of our brand ethos. We believe that fashion can be both stylish and ethical, and we take pride in ensuring that no animals are harmed in the making of our products. We are committed to fostering a compassionate and sustainable fashion industry. Our dedication to animal welfare is a core part of our brand ethos. We believe that fashion can be both stylish and ethical, and we take pride in ensuring that no animals are harmed in the making of our products.

Health and Safety

Workplace Safety:

The health and safety of our employees, customers, and visitors are paramount. We maintain safe working environments through regular risk assessments, safety training, and the implementation of appropriate controls to prevent accidents and injuries.

Wellness and Wellbeing:

We prioritize employee wellbeing by providing access to healthcare benefits, mental health resources, and wellness programs. We promote a healthy work-life balance and encourage employees to prioritize their physical and mental health.

Community Engagement and Social Responsibility

Community Outreach:

We are committed to making a positive impact on the communities where we operate. Through philanthropic initiatives, volunteerism, and partnerships with local organizations, we support programs that address social needs, promote education, and enhance quality of life.

Corporate Citizenship:

We view corporate citizenship as a core responsibility of our business. We seek to address social issues such as poverty, inequality, and access to education by leveraging our resources, expertise, and influence to drive meaningful change.

Reporting and Accountability

Reporting Violations:

We have established multiple channels for employees and stakeholders to report violations of our code of conduct or concerns about unethical behavior. Reports are treated confidentially and investigated thoroughly, with appropriate action taken to address any wrongdoing.

b. Accountability and Discipline:

We hold ourselves and each other accountable for upholding the principles and values outlined in this code of conduct. Violations are addressed promptly and fairly, with disciplinary measures

applied as necessary to ensure accountability and maintain the integrity of our organization.

8. Continuous Improvement and Learning:

a. Continuous Learning:

- We believe in the importance of continuous learning and development to foster personal and professional growth. We invest in training programs, workshops, and mentorship opportunities to enhance the skills, knowledge, and capabilities of our employees.

b. Innovation and Adaptation:

- We encourage a culture of innovation and creativity, where employees are empowered to explore new ideas, experiment with new technologies, and challenge the status quo. We embrace change as an opportunity for growth and adaptation in an ever-evolving business landscape.

9. Leadership and Role Modeling:

a. Leadership Accountability:

- Our leaders lead by example, demonstrating integrity, humility, and a commitment to our values. They set clear expectations, provide guidance and support, and hold themselves accountable for upholding the standards of conduct outlined in this code.

b. Mentorship and Guidance:

- Leaders serve as mentors and role models, providing mentorship, guidance, and support to employees at all levels of the organization. They foster a culture of trust, collaboration, and empowerment, where employees feel valued and inspired to achieve their full potential.

10. Enforcement and Review:

a. Enforcement Mechanisms:

- We have established clear policies, procedures, and accountability mechanisms to enforce our code of conduct effectively. Violations are addressed promptly and appropriately, with disciplinary measures applied as necessary to uphold the integrity and reputation of our organization.

b. Regular Review and Updates:

- We conduct regular reviews of our code of conduct to ensure it remains relevant, effective, and aligned with our values, objectives, and legal requirements. Feedback from employees, stakeholders, and external experts is solicited to inform updates and revisions to the code.

At Preworshipped Ltd, trading as Fridaye London, our Business Code of Conduct reflects our unwavering commitment to ethical, responsible, and sustainable business practices. We believe that by adhering to these principles and values, we can build trust, foster positive relationships, and create lasting value for all stakeholders.

We expect all employees, suppliers, partners, and stakeholders associated with Preworshipped Ltd to embrace and uphold the principles outlined in this code of conduct. Together, we can make a meaningful difference in