



This document outlines the Business Ethics Policy for WURLIN Group, trading as the BagWorkshop and The UmbrellaWorkshop a manufacturing business of high quality business merchandise, specialising in Fabric bags and Luxury Umbrellas.

Our commitment to ethical business practices is fundamental to our mission of producing high-quality, sustainable Products.

2. Compliance with Laws and Regulations

2.1 Legal Compliance: All business operations must fully comply with the laws and regulations of the countries in which they operate.

2.2 Environmental Compliance: We adhere to all environmental laws and strive to minimize our ecological footprint in every aspect of our operations.

3. Labor Practices

3.1 Fair Labour: We are committed to fair labour practices. This includes fair compensation, reasonable working hours, and a strict prohibition of child labour and forced labour in any form.

3.2 Non-Discrimination: We uphold a policy of non-discrimination in employment and occupational activities based on race, colour, religion, gender, age, disability, or any other legally protected status.

3.3 Health and Safety: Ensuring a safe and healthy work environment in all contracted factories is paramount. We expect our partners to adhere to the highest health and safety standards.

4. Ethical Sourcing and Sustainability

4.1 Material Sourcing: All materials used in our products must be ethically sourced, prioritizing sustainability and minimal environmental impact.

4.2 Waste Management: We commit to reducing waste and promoting recycling and reuse in all our manufacturing processes.

5. Quality Assurance

5.1 Product Quality: We are dedicated to maintaining high-quality standards for all our products, ensuring they meet or exceed industry standards.

5.2 Transparency: Quality audits and inspections are to be conducted regularly to ensure adherence to our quality standards.

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6. Anti-Corruption and Transparency

6.1 Anti-Corruption: We strictly prohibit any form of corruption, including bribery, in any of our business dealings.

6.2 Transparent Business Practices: We promote transparency in all our business practices and expect the same from our partners.

7. Social Responsibility

7.1 Community Engagement: We are committed to contributing positively to the communities in which we operate, including engaging in community service and development projects.

7.2 Charitable Activities: Our company will actively participate in and support charitable activities aligned with our mission and values.

8. Reporting and Accountability

8.1 Whistleblower Protection: Employees and partners are encouraged to report any ethical concerns or violations without fear of retaliation.

8.2 Regular Audits: Regular audits will be conducted to ensure compliance with this ethics policy, and findings will be addressed promptly and effectively.

9. Conclusion

WURLIN is dedicated to upholding the highest standards of business ethics in all its operations. This policy serves as a guide to our ethical commitments and expectations from our employees, contractors, and partners. We believe that adhering to these principles is essential for sustainable, responsible, and successful business operations.

Steve Hill, Director

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