

ATL Global Venture – Code of Conduct

Message from the Leadership

At ATL Global Venture, integrity, respect, and excellence define how we operate globally. Our commitment to **ethical sourcing, sustainable business practices, and fair trade** enables us to **build trust with customers, suppliers, and stakeholders worldwide**.

This Code of Conduct serves as a **benchmark for all team members, suppliers, and partners**, ensuring that every decision and action aligns with our **core values of transparency, responsibility, and sustainability**.

1. Ethical Business Conduct

We commit to operating with the highest ethical standards in all aspects of our business. Every member of ATL Global Venture and our supply chain must: ✓ Adhere to **local and international trade laws**, ensuring compliance with regulatory frameworks. ✓ Conduct business with **honesty, transparency, and integrity**, avoiding corruption and unethical practices. ✓ Ensure **fair competition and anti-bribery policies**, prohibiting any form of fraud or financial misconduct.

2. Respect for Human Rights & Fair Labor Practices

At ATL Global Venture, we uphold the **fundamental rights of workers** by ensuring: ✓ **No forced labor, child labor, or discrimination** in any form across our supply chain. ✓ **Fair wages, working conditions, and benefits** in accordance with labor laws. ✓ **Safe, hygienic, and healthy working environments** for all employees and factory workers. ✓ **Freedom of association** and the right to collective bargaining, empowering workers globally.

3. Environmental Sustainability

As part of our commitment to **responsible sourcing and manufacturing**, we require: ✓ **Efficient resource usage**, reducing environmental impact and carbon footprint. ✓ **Responsible water consumption and waste disposal** to protect local ecosystems. ✓ **Compliance with sustainability certifications and eco-friendly production standards**. ✓ Use of **sustainable textile materials** whenever possible in fabric production.

4. Product Safety & Compliance Standards

To ensure **high-quality and safe textile products**, ATL Global Venture and its suppliers must: ✓ **Meet global safety and compliance requirements** for textile durability and performance. ✓ Conduct **rigorous product testing** for shrinkage, chemical composition, and regulatory

compliance. ✓ Ensure labeling transparency, **providing accurate material and care information** for consumers.

5. Supply Chain Transparency & Fair Trade Practices

We believe in **responsible sourcing and fair trade**, requiring suppliers to: ✓ **Disclose raw material sources**, ensuring ethical fabric procurement. ✓ Undergo **regular audits and compliance checks** to maintain standards. ✓ Avoid engaging with **third-tier factories that compromise quality and reliability**. ✓ Support the ‘**Made in Pakistan**’ initiative, strengthening regional textile expertise.

6. Zero Tolerance for Corruption & Conflicts of Interest

ATL Global Venture maintains strict policies on: ✓ **Anti-bribery and corruption**, prohibiting unethical financial transactions. ✓ **Gifts and incentives**, ensuring fair supplier relationships. ✓ **Conflict of interest disclosures**, requiring transparency in partnerships and negotiations. ✓ **Proper documentation of financial transactions**, ensuring accountability.

7. Ethical Treatment of Suppliers & Business Partners

To maintain **mutual respect and ethical sourcing**, we expect suppliers to: ✓ Engage in **fair contract agreements**, avoiding exploitative practices. ✓ Treat **employees and subcontractors with dignity**, ensuring compliance with labor laws. ✓ Uphold **non-discriminatory hiring practices**, fostering diversity and inclusion.

8. Compliance Monitoring & Reporting Violations

To safeguard ethical operations: ✓ **ATL Global Venture will conduct periodic audits** to assess supplier adherence. ✓ **An Ethics Line will be established**, ensuring confidential reporting of misconduct. ✓ Violations of this Code may result in **warnings, business suspension, or contract termination**.

Our Commitment to Ethical Excellence

This Code of Conduct reinforces ATL Global Venture’s **dedication to fair trade, responsible sourcing, and ethical business leadership**. By fostering integrity and sustainability, we aim to **set a global standard in textile manufacturing and supplier relations**.