



GLOBAL COMPACT END OF YEAR COMMUNICATION ON PROGRESS

Company: Asia SONG Design Ltd.

Address: PO Box 36, Saigon Central Post Office
Ho Chi Minh City, Vietnam

Contact Person: Rene Tayeb, Managing Director
Tel: +84 8 3914 4088
research@asiasongdesign.com

Reporting Period: 21 March 2011 - 21 March 2012

Membership date: 21 March 2008

Sector: Design & Manufacturing of Textile Goods

Number of Employees: 76 (ex. manufacturing)

Brief Description of Nature of Business

Asia Song Design Ltd. (ASD, the Company) was founded by 2 private French investors as a full service fashion house presenting a unique luxury Natural lifestyle concept branded SONG (meaning “life” in Vietnamese). ASD is operating according to the highest international industry standards while having established itself in Vietnam due to the talented labor pool & positive manufacturing environment.

The mix of our unique “high craft” sustainable and ethical brand concept, our FAIRTRADE certification as well as our commercial and cost-conscious market positioning together with upcoming business trends in our industry is creating strong potential for the few vertically integrated companies with a proven social entrepreneurship story such as SONG.

ASD is designing, producing and exporting its SONG lifestyle concept to about 10 countries and is producing the following collections: women & men fashion, fashion accessories, lounge wear, resort wear, soft furnishings and home decoration textile goods.

Availability of this COP

This COP is available online at www.unglobalcompact.org and internally within our company through our yearly manuals that are posted on our intranet. It will also be distributed to clients and suppliers as well as being forwarded to any requesting party.

Statement of Support

I am pleased to confirm that ASIA SONG DESIGN LIMITED supports the ten principles of the Global Compact in respect to human rights, labour rights, the protection of the environment and anti-corruption. With this communication, we express our intent to support and advance those principles within our sphere of influence. We commit to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company and undertake to make a clear statement of this commitment - both to our employees, partners, clients and to the public.

6 April 2012



Rene Tayeb
Managing Director

A - HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

We adhere to all the Universal Declaration of Human Rights principles.

Principle 2: Businesses should ensure that they are not complicit in human right abuses

ASD has established detailed “Code of Conduct” and “Supplier Code of Conduct” manuals. We adhere and surpass all applicable laws & regulations concerning worker’s rights. We are a small business and we actively work with our suppliers on a day to day basis. Through this we gain a good knowledge of their employment parameters & records.

B - LABOUR RIGHTS

We have detailed internal HR policies that are translated in local language and posted on the main company board. We surpass all official employment policies and we also offer to our employees considerable additional benefits such as paying for their share of Social Insurance, Health Insurance and Un-employment Insurance (= an additional 9.5% of each employee salary is contributed by the company to State funds).

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: Businesses should support the elimination of all forms of forced and compulsory labor

We are a small business and we actively source as well as work with small suppliers & sub-contractors on a day to day basis. It would be extremely difficult for them to hide serious breach of recognized labor regulation such as forced or compulsory labor.

We conduct bi-yearly meetings with our suppliers / sub-contractors.

Principle 5: Businesses should support the effective abolition of child labor

Similar as Principle 4 above. It would be extremely difficult for our suppliers & sub-contractors to hide serious breach of recognized labor regulation such as child labor.

Principle 6: Businesses should support the elimination of discrimination in respect of employment and occupation

ASD has established detailed “Code of Conduct” and “Supplier Code of Conduct” manuals. We adhere to and surpass all applicable laws & regulations concerning worker’s employment & rights, working conditions, health & safety, wages & benefits, working hours, no discrimination, child labor, full time fair employment, protection of the environment.

SONG is determined to achieve the highest standards of ethical trading throughout its supply chain. Consequently, our Ethical Trading Policy is based on the internationally recognized standards of both the UN Global Compact and the WFTO (World Fair Trade Organization) of which we are members since 2008.

The company underwent an independent & detailed social audit in 2008 that served as the base of our successful application to WFTO.

C - ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges

Our fashion collections are more and more constructed around “piece dye” techniques. This means that we buy the best suitable “greige” raw materials and once the garments are finished we then work with dyeing factories where we can control dyes that are being used since our brand is using low-impact and mostly natural dyes vs. chemical dyes.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

We have established in 2010 / 2011 a recycling program for most of the consumables being used by our company as well as our waste. Specifically: left over fabric, paper / cardboard, plastics.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

All SONG products are created and manufactured according to eco-conscious production processes. We screen textiles and dyes that have a low impact on our environment and we select them for their natural properties or the absence of harmful chemical substances.

All SONG products are made using natural raw materials, preferably from sustainable origins. We do not use polyester or synthetic fabrics, even for our buttons or labels ...

Through our production office, we have reviewed processes and improved laymaking, thus reducing the wastage of fabric used for our products; we also recycle all fabric waste.

D - ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery