

T.D.O.T. Industries & International Trade Ltd. Social Responsibility – Code of Conduct

Our Mission

The owners & employees of T.D.O.T. Industries & International Trade Ltd are committed to

- The pursuit of excellence in the manufacture of skin care cosmetic products.
- Producing products to the highest levels of innovation & quality.
- Manufacturing cosmetic products that are to the highest possible safety standards.
- Providing outstanding service to customers.
- Striving to continuously look for new & better ways to constantly raise our standards.
- Working together with ethics and integrity.
- Being responsible citizens in the community we serve.

Our History

T.D.O.T. Industries & Int'l Trade Ltd was established in 1999 under the trade name Dead Sea Cosmetics and is in private ownership. Specializing in innovative & advanced skin-care cosmetic products formulated from the unique salts, mud & minerals of the Dead Sea, it is the policy of T.D.O.T. to manufacture & distribute cosmetic products that are of the highest possible quality, made with choice natural ingredients, selected for their environmentally friendly properties and in line with all the latest consumer trends.

T.D.O.T. is the owner & operator of two successful on-line stores; www.deadsea-cosmetics.com which was established in 1999 and www.deadsea-mall.com which was established in 2007. Via these websites T.D.O.T. has brought the wonders of the Dead Sea into the homes of thousands of consumers worldwide. Offering all the major brands of Dead Sea cosmetics, T.D.O.T. offers the public exceptional variety, quality, service & value for money, earning the company thousands of loyal customers worldwide and the envious position of the No. 1. website in its field.

In 2007, T.D.O.T. formed a subsidiary company in the US under the name of Dead Sea America Inc (D.S.A). D.S.A. is responsible for marketing & sales of the AVANI Dead Sea Cosmetics brand (www.avani-deadsea.com) in the US & Mexico as well as overseeing a logistical center that was established to facilitate the shipment of thousands of orders both private and commercial that Dead Sea cosmetics receive each year.

Our Company & Our Brands

The raw natural elements of the Dead Sea have long been renowned for their curative and therapeutic properties and in 2003, T.D.O.T. began manufacturing & marketing their own lines of beauty and skin care products based upon these unique ingredients by skillfully combining the rejuvenating Dead Sea minerals with aromatic oils, natural plant extracts and vitamins .



Under the Intensive Spa brand T.D.O.T. offer three lines of products. Intensive Spa 'Classic' which offers over 120 products that include facial care, body care, spa products, hair care, products for men and so on. Intensive Spa 'Luxury' which offers a full line of spa, bath & hair-care products and the newly launched Intensive Spa Perfection which offers a line of facial, cleansing & body products that have been recently updated and reformulated in line with all the latest consumer trends (ie. 'paraben' and mineral oil free). This packaging design for this line has been given a 'facelift' and is now offered in 'new style packaging' with an updated logo. Full product information and ingredient listing can be found at: www.intensivespa.com.

The AVANI brand was originally manufactured on behalf of T.D.O.T's daughter company Dead Sea American Inc. in the US. Upon its launch this brand has become an instant success and was picked up by some of the major retail chains in the US. Following the success in the US, T.D.O.T. has now begun to distribute this line worldwide. The AVANI line offers a comprehensive range of products for facial care, cleansing, body & nail care. Full product information and ingredient listing can be found at: www.avani-deadsea.com

In addition, as specialists in Private Label, we offer in excess of over 250 skin care cosmetic products based on the unique ingredients of the Dead Sea. At T.D.O.T we are proud to offer a selection of the highest quality professional conceptual packaging & labeling to suit each and every client's individual private label specifications and budgetary requirements .

As major suppliers of 'bulk' materials from the Dead Sea such as the bath salts, mineral mud & sea water, T.D.O.T. offer these unique raw materials for use in cosmetic production & for spa treatments worldwide. In addition, T.D.O.T. supply 'bulk' ready made cosmetic formulas to both our own and our client's specifications for the clients to re-package & market under their own label.





Safety Assurances

T.D.O.T. are committed to the pursuit of excellence in the manufacture of skin care cosmetic products and the emphasis is, as always to continue to strive to provide the highest levels of product innovation, quality & customer satisfaction. We have been awarded ISO 9001:2008, ISO 14001:2004, & HACCP (including GMP) for the manufacturing & marketing of our cosmetic products. This certification ensures that levels of quality, environmental management, product safety & good manufacturing practice are upheld to the very highest of standards.

ISO 9001:2008 is the latest version of the Quality Management Standard that helps organizations achieve standards of quality that are recognized and accepted throughout the world .

ISO 14001:2004 is an Environmental Management Standard, whose purpose is to ensure that manufacturing is conducted while protecting the environment, preventing pollution and improving overall environmental performance .

The HACCP management system (Hazard Analysis & Critical Control Points) is the standard under which the issue of safety is addressed through the analysis & control of biological, chemical & physical hazards from raw material production, procurement & handling to manufacturing, distribution & use of finished products. Incorporated into this standard is GMP (Good Manufacturing Practice), which is the recognized practice for the control & management of manufacturing & quality control.

Selected products from our lines are subjected to rigorous testing at independent, international laboratories both in the US & Hong Kong. These laboratories are specialists in the testing of cosmetic products and the tests conducted ensure that our products are safe for use and meet all the required international standards for cosmetics ingredients/products.





Ethical Considerations

Animal Testing –

It is our policy not to test products on animals or ask others to test on our behalf except where required by law.

Supplier Conduct –

We expect our suppliers of raw & finished materials to meet the same stringent standards of conduct that we set for ourselves. All vendors must satisfy us as to their compliance with regard to:

- Child Labor
- Minimum Wages & Overtime Compensation
- Safe Working Conditions
- Environmental Responsibility

Honest and Ethical Conduct

- All employees are treated equally, fairly and with respect regardless of race, gender, age, national origin, religion, sexual orientation or political affiliation.
- T.D.O.T. is strictly opposed to child labor and other forms of exploitation of children and minority groups. T.D.O.T. does not employ staff who are below the national minimum age for employment. Employment by underage workers by a supplier, either directly or as outworkers constitutes grounds for the termination of T.D.O.T.'s trading relationship with that supplier.
- T.D.O.T. is highly committed to the safety of its customers and workers. We respect all international laws & regulations concerning employment principles such as minimum wage, working hour requirements and wage equality. Local & national standards of health and safety in the workplace are also adhered to.
- T.D.O.T. respect all international laws and regulations concerning information provided to, and co-operation with, work councils & unions. By promoting good relationships with the representatives of our employees, T.D.O.T. aims to create an atmosphere of open communication and fair treatment.
- We consider privacy a fundamental human right. All business activities should respect international and national privacy laws, employee data will be strictly confidential and all information data shall be guided by the principles 'need to know' and 'need to do.'
- T.D.O.T. is strongly opposed to and does not tolerate any form of sexual harassment, meaning all unwelcome behavior of a sexual nature which violates the integrity of the employee.
- T.D.O.T. is strongly opposed to hostile behavior and moral harassment shown by an employee or employees towards another employee or employees .

Compliance with Laws

T.D.O.T is strongly committed to conducting our business with all applicable laws, rules & regulations in every country in which we do business.

Fair Dealing

Employees are required to deal fairly with all company representatives, suppliers, competitors and members of the general public at all times in accordance with ethical business practices ensuring that no-one should take unfair advantage of anyone through manipulation, abuse of privileged information, misrepresentation of facts or any other unfair dealing practice.

Privacy and Personal Information

At T.D.O.T. we take the protection of personal information seriously. We seek to protect the privacy and security of personal information of employees, customers, suppliers, contractors and temporary workers as well as family members and any other individual whose personal information is provided to T.D.O.T .

Protecting the Environment

T.D.O.T. makes every effort possible to ensure that business is run in an environmentally friendly and socially responsible manner as well as to maximize the safety and well-being of our employees .

The owners & employees of T.D.O.T. Industries & International Trade Ltd are committed to:

- Minimizing our impact on the environment.
- Committed to preventing pollution & minimizing waste through respectful development, production and distribution of our products.
- Continually striving to reduce energy & water consumption.
- Providing a safe, clean & healthy workplace for our employees.
- Operating a recycling policy and where possible by using recycled products.
- Operating a paper-less office environment.



Giving Back to the Local Community

T.D.O.T.'s factory & offices are situated in Arad, Israel which is a small town that lies exactly on the border between the Negev and the Judean Deserts. Established in 1962, the town is perched 600 meters above sea level and 1,000 meters above the Dead Sea (which can be reached by a 20 minute descent by car). Arad is renowned for its unique, dry desert climate and for its enviable 300 sunny & clear days each year. This young & thriving town has a population of just 28,000 residents of which many are new immigrants and is home to the majority of T.D.O.T.'s management & workforce .

At T.D.O.T., we recognize the importance of contributing to the local community and in particular we provide support to two local causes.

T.D.O.T. proudly provides assistance & financial support to aid in the care of a number of elderly residents that reside in Arad's Community Care Facility .

In addition, T.D.O.T. actively supports & provides assistance with a children's sports program in Arad.

Compliance & Non-Compliance

Conduct and actions that are, or may for good reasons be perceived as infringements of national law or of this Code of Conduct are to be reported. All employees are encouraged to report any such action to a superior or if the superior is involved in the situation or will not act upon it, to the next level in the organization. We expect superiors/managers to treat reported matters seriously and in compliance with T.D.O.T.'s policies and values.

In accordance with this Code of Conduct, no one will be discriminated against or punished for reporting in good faith actual or suspected infringements.

Conclusion

This Code of Conduct is a statement of general principles and standards that apply to all employees and is intended to reflect T.D.O.T.'s highest standard of ethics and integrity in every aspect of T.D.O.T.'s operations .

Compliance with all applicable laws, regulations and provisions of this Code is a condition of continued employment at T.D.O.T. Anyone who violates this code will be subject to disciplinary action .

Nothing contained in or implied by this Code creates or shall be deemed to create or constitute a legal obligation on the part of T.D.O.T. The provisions of this code are subject to change from time to time, do not confer any obligation on the part of T.D.O.T. and do not create any right to employment.