

# UNRIVALED

## T E A M W E A R

GearCo dba Unrivald Teamwear

# WORKPLACE CODE OF CONDUCT

**LAW AND CODE COMPLIANCE:** Suppliers are expected to comply with and will be monitored to: (1) all laws and regulations applicable in jurisdictions in which workers are employed, (2) the Unrivald Teamwear Code, and (3) the Compliance Benchmark Standards. The Compliance Benchmark Standards identify specific requirements for meeting each Code standard. When differences or conflicts in those Code standards arise, suppliers are expected to comply with the highest Code standard.

**EMPLOYMENT RELATIONSHIP:** Suppliers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

**NONDISCRIMINATION:** No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination, or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

**HARASSMENT OR ABUSE:** Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse.

**FORCED LABOR:** There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

**CHILD LABOR:** No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING:** Employers shall recognize and respect the right of employees to freedom of association and collective bargaining. All Suppliers must develop and fully implement effective grievance mechanisms which resolve internal disputes, employee complaints, and ensure effective, respectful and transparent communication between employees, their representatives and management.

**HEALTH, SAFETY, AND ENVIRONMENT:** Suppliers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. Suppliers shall

adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

**HOURS OF WORK:** Suppliers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

**COMPENSATION:** Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Suppliers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each Supplier shall work with Unrivald Teamwear and the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

**SUBCONTRACTING:** Unrivald Teamwear does not permit subcontracting without our prior written approval. All salesman-sample and bulk production orders must be placed within facilities that have been pre-approved by Unrivald Teamwear, without exception. Direct suppliers are required to continuously monitor approved subcontractors and sub-suppliers for social compliance using standards that meet or exceed the Unrivald Teamwear Code and Benchmarks. The requirements of the Unrivald Teamwear Code apply to the whole supply chain, including approved sub-suppliers, and sub-contractors. Standards equally apply to permanent, temporary, and agency workers, as well as piece-rate, salaried, hourly paid, legal young workers (minors), part time, night, and migrant workers.

**CODE COMMUNICATION:** All suppliers are required to (1) post, in a conspicuous place frequented by all employees, the Code in the local languages spoken by the employees, supervisors and managers; (2) undertake annual, documented training efforts to educate current and new employees about the Code standards.