

OUTDOOR CUSTOM SPORTSWEAR CODE OF CONDUCT



CODE OF CONDUCT

EMPLOYMENT RELATIONSHIP:

Employers 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 sex, gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, veteran status, or any other status protected by the federal, state or local law.

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:

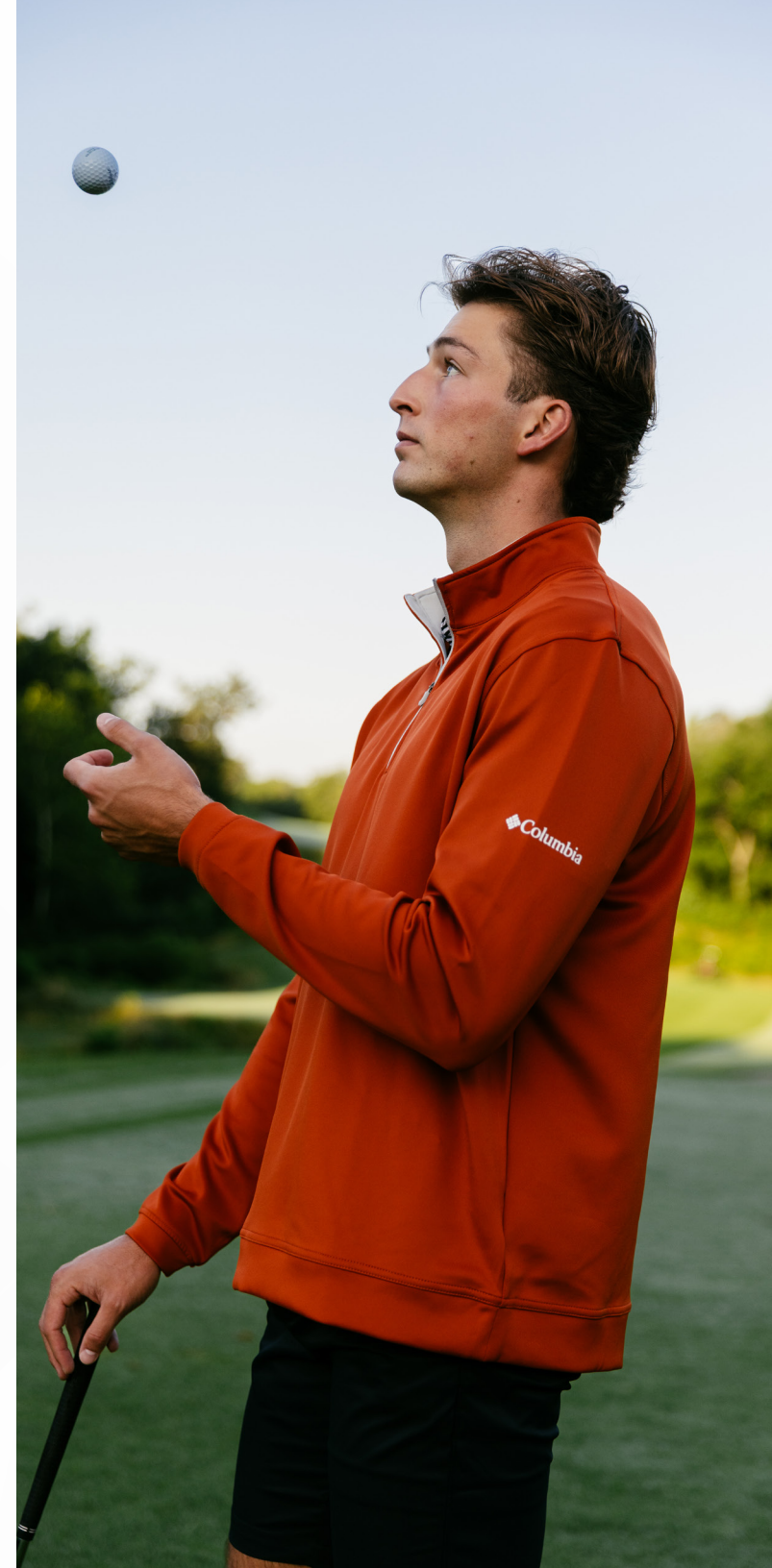
No person shall be employed under the age of 14 or under the age for completion of compulsory education, whichever is higher. Work hours, timing and condition will be restricted according to federal and state laws for 14-17 year olds.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING:

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

HEALTH, SAFETY AND ENVIRONMENT:

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



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HOURS OF WORK:

Employers 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. Employers 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. In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, then greater than normal hourly compensation rate.

INFORMED WORKPLACE:

The contractor has informed employees about the workplace standards orally and through the posting of standards in a prominent place and undertaken other efforts to educate employees about the standards on a regular basis.

SUBCONTRACTOR:

You will not utilize any subcontractors without direct consent from Outdoor Custom Sportswear, LLC.

REGISTERD TRADEMARK:

You will not manufacture trademark merchandise without the consent from Outdoor Custom Sportswear.

*All references to local law throughout the code shall include regulations implemented in accordance with applicable local law.





CONTACT INFORMATION



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