



Jardine Associates requires all of our suppliers in the U.S. and abroad to comply with the “Workplace Code of Conduct.” We are members of the Fair Labor Association as a Collegiate Licensee, Category C. The FLA is an organization that works to improve working conditions and labor practices around the world. Our Workplace Code of Conduct has been expanded to include University Licensee Program Requirements. We have adopted and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international and social security laws. It is essential when differences or conflicts in the standards arise, the highest standard applies.

WORKPLACE CODE OF CONDUCT

Public disclosure of Suppliers: Each manufacturer shall disclose the location (including factory name, contact name, address, phone number, e-mail address, products produced, and the nature of the business association) of each factory used in the production of all items which bear Licensed Indicia. Such information shall be updated upon change of any factory site location. Collegiate institutions reserve the right to disclose this information to third parties, without restriction as to its further distribution.

Wages and Benefits: Each manufacturer recognizes that wages are essential to meeting employees’ 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. Where compensation does not meet workers’ basic needs and provide some discretionary income, each employer shall work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

Working Hours: Employers shall not require workers to work more than the regular & overtime hours allowed by the laws of the country where the employees are employed. The exception in extraordinary business circumstances such as events or circumstances which substantially disrupt production & which are out of the ordinary & out of the control of the employer, including earthquakes, floods, fires, national emergencies, force majeure, or periods of prolonged political instability. Hourly and/or quota-based wage employees shall (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours of overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hour’s overtime; and (ii) be entitled to at least one day’s rest (defined as here as 24 hours) off in every seven-day period.

Overtime Compensation: In addition to their compensation for regular hours of work, hourly and/or quota-based wage employees shall be compensated for overtime hours at such a premium rate as is

legally required in the country of manufacture or one and one-quarter times the regular rate, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.

Child Labor: Manufacturer shall not employ any person at an age younger than 15 (or 14, where, consistent with International Labor Organization practices for developing countries, the law of the country of manufacture allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Manufacturers agree to consult with governmental, human rights and nongovernmental organizations, and to take reasonable steps as evaluated by the applicable Collegiate Institution(s) or their designee, and the applicable manufacturer, to minimize the negative impact on children released from employment as a result of implementation or enforcement of the Code.

Forced Labor: There shall not be any use of forced prison labor, indentured labor, bonded labor or other forced labor.

Health and 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 the employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

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

Harassment and Abuse: Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse. Employers will not use or tolerate any form of corporal punishment.

Freedom of Association and Collective Bargaining: Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.