



SAFEGUARD WHAT MATTERS™

Supplier Workplace
Code of Conduct

The Eagle Group Supplier Code of Conduct was compiled using industry experience and the experience of many similar companies in different product ranges, and with reference to *International Labor Organization Conventions* (where applicable).

Eagle encourages anyone reading this to borrow from it - especially other suppliers and competitors.

The aim is for all users of Eagle products to feel safe that they are using a product sourced from factories with integrity, good labor and employment conditions, and a focus on minimizing environmental impact.



The global Eagle group consists of:

Eagle Protect™
Eagle Protect PBC™

SAFEGUARD WHAT MATTERS™

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The Eagle Group is proud to be a Certified B Corporation®. We are the world's only B Corp™ glove and clothing specialist and the first Certified B Corporation in New Zealand.

B Corporations are certified to voluntarily meet rigorous standards of social and environmental performance, accountability and transparency.

Eagle offers a positive vision for a better way to do business. Better for workers, better for communities and better for the environment. We treat the community, environment and profit as equally important outcomes of running our business well.

You and other suppliers are a key part of our commitment. We want to work with you to improve your business as well as ours together. Therefore, we have designed the following Code to assist us both.

We trust all our suppliers to ask a fair price, and we readily agree to pay a fair price so you can be profitable and fair to your staff and communities.

Thank you for being part of our mission to redefine success in business. To aspire to be not only the best business in the world, but the best for the world.



A handwritten signature in black ink that reads "Steve". The signature is stylized and cursive.

Steve Ardagh
CEO and Founder
The Eagle Group



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The Eagle Supplier Workplace Code of Conduct (“Code”) defines standards for fair, safe and healthy working conditions and environmental responsibility throughout our supply chain.

Our Code is based on *International Labor Organization* (ILO) standards and internationally accepted good labor practices. All suppliers must commit to the intention of this Code of Conduct.

Requirements in this Code apply to the whole supply chain, including sub-suppliers, sub-contractors and farms. 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.

We seek suppliers committed to continuous improvement who are moving forward on their sustainability journey from basic to leadership practices. We expect all suppliers to make improvements when any of these Code standards are not met, and to develop sustainable management, reporting and tracking systems within the factory, to ensure on-going compliance. Time lines for achieving compliance shall be reasonable and defined. Providing proof of correction to Eagle for each non-compliance is also required.

Eagle pledges to help our suppliers improve labor, health and safety and environmental conditions in the workplace, and to help our suppliers understand how to move from basic to leadership sustainability practices.

Additionally, Eagle may require Suppliers to partner with the SEDEX (*Supplier Ethical Data Exchange*) online platform & share their social and ethical status. Suppliers may also be required to conduct *SEDEX Members Ethical Trade Audits* (SMETA) with accredited third-party auditors, to assist Eagle evaluate Supplier’s labor, health and safety, environment and business ethical standards. This is to provide Eagle and their customers independent verification of standards.

Our desire is to supply well made, well priced products/solutions for our customers, in partnership with forward thinking suppliers. Eagle seeks at all times to exercise the best possible practices for the respectful and ethical treatment of workers and promote sustainable conditions in which workers earn fair wages in safe and healthy workplaces.

Certified



Corporation

As a founding B Corporation member, we are committed to the constant improvement of social and environmental performance, accountability and transparency for our customers, our company and for all our suppliers. We would encourage all suppliers to complete the B Corp assessment and ultimately attain certified B Corporation status.

Further information is available at www.bcorporation.net

1. LAW AND CODE COMPLIANCE

Our suppliers are expected to comply with and will be monitored to:

- 1.1 All relevant and applicable laws and regulations of the country in which workers are employed including those at the federal, state/provincial and local community levels, and,
- 1.2 Our Supplier Workplace Code of Conduct.

Over time we will, in conjunction with our suppliers, identify further areas where Eagle and our suppliers can work closer together to achieve improved working conditions and environmental impact and social benefits to our communities.

2. EMPLOYMENT IS FREELY CHOSEN

- 2.1 There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.
- 2.2 Workers shall be free to leave employment after providing reasonable notice.

3. CHILD LABOR

Factories shall employ only workers who meet the applicable minimum legal age requirement or are at least 15 years of age, whichever is greater.

**In accordance with the guidelines outlined in the ILO Convention No. 138.*

- 3.1 The factory complies with all applicable child labor laws, including those related to hiring, wages, hours worked, overtime and working conditions.
- 3.2 The factory encourages and allows eligible workers, especially younger workers, to attend night classes and participate in work-study programs and other government-sponsored educational programs.

4. HARASSMENT, ABUSE AND DISCIPLINARY PRACTICES

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

5. DISCRIMINATION

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.

6. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Workers must be free to join organizations of their own choice. Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining.

7. 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.

8. WAGES AND BENEFITS

We seek and favor suppliers who progressively raise employee living standards through improved wage systems, benefits, welfare programs and other services, which exceed legal requirements and enhance quality of life. Every worker has a right to compensation for a regular working week that is sufficient to meet the worker's and their families basic needs and provide some discretionary income.

Employers shall pay wages which equal or exceed 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 and/or contract.

9. OVERTIME WAGES

In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate.

10. HOURS OF WORK

The regular working week shall not exceed 48 hours or the maximum allowed by the law of the country of manufacture, whichever is less.

- 10.1 Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period.
- 10.2 All overtime work shall be consensual. Employers shall not request overtime hours on a regular basis.

The sum of regular and overtime hours in a week shall not exceed 60 hours or the maximum allowed by the law of the county of manufacture, whichever is less. (ILO Convention 1).

11. HEALTH AND SAFETY

Suppliers shall provide a safe and healthy working environment 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 employer facilities.

12. ENVIRONMENTAL RESPONSIBILITY

We seek out suppliers committed to environmental responsibility. We ask each vendor about their own 'in-house' environmental practices (e.g. waste reduction), environmental certifications and information on the specific kind of materials they use in manufacturing their products.

13. COMMUNITY

Eagle encourages all suppliers and their employees to get involved in local social and environmental community charity efforts by volunteering time and/or providing other types of support. We seek long-term partnerships with suppliers that share these same philanthropic values.

14. SUBCONTRACTING

Eagle does not permit any subcontracting without our prior written approval. All samples and bulk production orders must be placed within facilities that have been pre-approved by Eagle, without exception. Direct suppliers are required to continuously monitor approved subcontractors and sub-suppliers for social and environmental responsibility using standards that meet or exceed our Code and Benchmarks.

15. ANIMAL WELFARE

Suppliers must respect animal welfare and work progressively towards adopting healthy and humane practices towards animals based on best available technology and standards.

16. TRACEABILITY

Eagle and our suppliers are jointly responsible for ensuring social & environmental responsibility and the integrity of our product content claims right through to the finished goods at factory level. The only way to work towards this goal is to have transparency and traceability into all levels of our supply chain.

Eagle requires suppliers to map and continuously track and monitor all locations in all levels of their supply chain and upon request provide transparency information into the owned and/or subcontracted factories and other sites that are involved in the production of our products.

17. CODE COMMUNICATION

All suppliers are urged to:

(1) post the Eagle Code in a conspicuous place frequented by all employees in the local languages spoken by employees, supervisors and managers;

(2) undertake annual, documented training efforts to educate current and new employees about the Eagle Code standards.

18. QUALITY

Quality is the result of clarity, capable and well-integrated systems, and good communication. To achieve this, factories must have a clearly documented quality system and quality improvement plan. That system must include reliable “in process” and final finished goods audits and procedures that meet Eagle quality standards.

These audits must be performed by a trained QA staff member provided by the factory. The QA staff member must be granted the autonomy and support needed in order to provide an unbiased report on the quality of every shipment of finished goods.

This includes packaging and printing quality control. Compliance with our quality requirements is monitored by the Eagle Groups Quality Department.

CONTACT US

If suppliers are violating any of these Code elements, we would like to know about it. Please bring these issues to our attention by contacting us by email at code@eagleprotect.com.

Please feel free to write in your local language. All information we receive will be kept in strict confidence and your identity protected.

Schedule A

1. Supplier represents that it complies with all applicable laws and regulations, including eradication of forced, indentured, involuntary or compulsory labor in its facilities, and requires its suppliers, including labor brokers and agencies, to do the same;
2. Supplier represents that its supply chain and materials incorporated into its products comply with national and international laws prohibiting slavery and human trafficking; and
3. Supplier agrees to treat workers with dignity and respect, provide them with a safe work environment, conduct business in compliance with applicable environmental, labor and employment laws, and refrain from corrupt practices and engaging in human rights violations'.

Our suppliers must produce these records to our company auditors upon request. Such records may include:

1. Proof of age for every worker;
2. Every employee's payroll records and time sheets;
3. Written documentation of terms and conditions of employment;
4. Local health and safety evaluations or documentation of exemption from law; and
5. Records of employee grievances and suggestions, and any employer responses.

CONTRACT AGREEMENT

I accept and agree to all that is stated in the Eagle Supplier Workplace Code of Conduct.

Supplier

Print name

Date

The Eagle Group

Print name

Date

All exhibits and schedules referenced in the Supplier Code of Conduct are made a part of this agreement.



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