



CODE OF CONDUCT

National Sovereignty

We recognize the sovereignty of all nations that maintain official trading status with the United States and agree to comply with the laws and regulations of these sovereign nations.

Forced Labor

We recognize that slavery and indentured servitude are evils that cannot be tolerated under any circumstances and agree to never utilize any form of involuntary or forced labor including forced prison labor, indentured labor or bonded labor of any type.

Child Labor

We recognize the great need for all children to be educated and to enjoy their childhood years free from the responsibility of employment and agree to not employ any worker younger than 15 years old (14 years in countries where this is the legal minimum age) or under any age interfering with the age of compulsory education.

Discrimination

We recognize the inherent equality of all people and agree that no worker will be the subject of any discrimination on the basis of gender, race, religion, age, disability, ethnicity, politics or sexual orientation. Employers will not require pregnancy testing of female employees, except as required by national law.

Harassment or Abuse

We recognize the dignity of all people and agree that all workers will be treated with fairness and respect. No worker will be subject to physical or corporal punishment, sexual harassment or psychological abuse.

Compensation and Benefits

We recognize the responsibility to compensate workers at the legal minimum rate or the prevailing customary rate, whichever is higher. We recognize the benefit for workers to be compensated justly and challenge our factory owners to commit to the step-by-step improvement in compensation rates for their workers while remaining sensitive to their competitive position in the global marketplace.

Hours of Work

We recognize that human beings work to live, they do not live to work, and therefore, should be provided reasonable time off for rest and renewal. Except in extraordinary circumstances, we agree to limit working hours to the lesser of 48 hours and 12 hours overtime per week or the limits on regular and overtime hours mandated by law. Workers must also be entitled to at least one day off in every seven-day period. We agree that overtime compensation shall never be less than the regular compensation rate and should be at a premium rate when customary, or at the prevailing legal rate, whichever is higher.

Freedom of Association

We recognize the rights of all workers to exercise their lawful rights to freedom of association and collective bargaining and forbid retaliation against any worker engaged in an organizing activity.

Health and Safety

We recognize the responsibility to provide a safe and healthy workplace where workers can be protected against accidents and hazards, and agree that this safe and protected environment will extend to resident housing facilities where utilized.

Independent Monitoring

We recognize that the effectiveness and validity of this code is dependent on the free and open exchange of information to responsible parties. Factory owners and management must accommodate independent monitoring programs in order to insure our performance against these standards.

Environment

We recognize the sacredness of all lands and waterways and are committed to preserving the environment. We commit to compliance with all national and local regulations regarding the protection of the environment.

Customs Compliance

We recognize that honesty and accuracy are inherent in compliance with U.S. Customs regulations. We agree to fully comply with all applicable laws and regulations, particularly those dealing with illegal transshipping, quota fraud, and commercial documentation falsification.

This is our minimum set of standards which must be adopted by all of our factory associates and suppliers. GEAR For Sports reserves the right to terminate any relationship in which these standards are not being upheld.

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We, the management, employees and agents of GEAR For Sports®, are opposed to the use of sweatshops and all abusive labor practices. We are committed to the ongoing improvement of working conditions, compensation rates and benefits for all workers engaged in the manufacture of our products. We embrace the following code of conduct and require that all of our factory associates and suppliers adopt this code as a minimum set of standards.