



Modibodi Supplier Code of Conduct

Modibodi's goal is to work with partners to produce sustainable leak-proof health apparel that provide consumers with an environmentally friendly and ethically produced product choice. At the heart of this goal sits our supply chain businesses and employees who play a vital role in creating a sustainable product.

Our goal is for all garment workers within our supply chain to be treated with dignity and respect, be provided with decent work within a safe and healthy environment. We achieve these goals through agreed standards with our suppliers as laid out in this Supplier Code of Conduct and Sustainability Handbook.

Modibodi's Code of Conduct is based on the Ethical Trading Initiative base code and UN Global Compact.

- 1. Law and Compliance:** Our suppliers are expected to comply with all relevant laws and regulations of the country in which workers are employed including those at the federal, state/provincial and local community levels, our Supplier Code of Conduct and Sustainability Handbook, and where applicable, Collective Bargaining Agreements. When differences or conflicts in standards arise, suppliers must comply with the highest standard in most in favour of employees.
- 2. Child Labour:** No person shall be employed under the age of 16 or the completion of compulsory education if that is higher. Persons under 18 shall not be work at night or in hazardous conditions that compromise their safety moral integrity, physical, mental, spiritual, moral or social development.
- 3. Freedom of Employment:** There is no forced, bonded labour. We do not accept use of prison or illegal labour. Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.
- 4. Harassment and abuse:** Every worker shall be treated with dignity and respect. Suppliers must provide a workplace free of harassment and must not tolerate any forms of physical abuse, discipline, the threat of physical abuse, sexual or other harassment, verbal abuse, mental coercion or other forms of intimidation shall be prohibited.
- 5. Discrimination:** There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Suppliers should provide training on non-discrimination and harassment where possible. All employment decisions must be made based on the principle of equal employment opportunity, and shall include effective mechanisms to protect migrant, temporary or seasonal workers against any form of discrimination.
- 6. Freedom of association and collective bargaining:** Workers have the right to join organisations of their own choice, to form trade unions and to bargain collectively. Workers can carry out their representative functions in the workplace.

- 7. Wages and Conditions:** We preference suppliers who progressively raise employee living standards through improved wage systems, benefits, welfare programs and other services, above legal requirements to improve quality of life. Employers shall pay wages which equal or exceed legal minimum wage or industry benchmark standards, whichever is higher. Wages should be sufficient to meet the worker and their family's basic needs and provide some discretionary income. Workers should be given clear, written information about their employment conditions, including wages, hours, overtime and holidays. Deductions from wages without permission of that worker is not permitted. All disciplinary measures should be recorded. Employees who work more than 8 hours per a normal work day shall be paid at least 150% of their regular hourly rate.
- 8. Working Hours:** Working hours must comply with national laws, collective agreements. Regular work hours shall not exceed 48 hours per week. 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. Employers shall allow workers at least one day of rest in every seven-day period. All overtime work shall be voluntary.
- 9. Health and Safety:** Suppliers should provide a safe, clean and healthy workplace and residential facilities to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, or as a result of the operation of the employer's facilities. Suppliers must provide adequate safeguards against fire, and must ensure the strength, stability and safety of all buildings and equipment providing clear and safe evacuation systems. Fire safety training and unannounced fire drills must be provided to all workers to understand prevention and emergency process.
- 10. Environment:** Suppliers should meet and attempt to exceed all local and national environmental regulations and comply with our Sustainability Handbook. Suppliers will agree to report and undertake third party audits of environmental responsibilities and disclose to Modibodi their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of wastes and take a progressive approach to **minimize negative impacts on the environment.**
- 11. Subcontracting:** Modibodi permits subcontracting with prior approval. Bulk production orders must be with facilities that have been preapproved by Modibodi. The supplier takes responsibility that the subcontractor adheres to the Modibodi Supplier Code of Conduct.
- 12. Employment Relationship and Temporary Workers Rights:** Employers should adhere to rules and conditions of employment that respect the workers and safeguard their rights under national and international law, security laws and regulations. Temporary labour arrangements must not be used to avoid worker rights.
- 13. Bribery and corruption:** Suppliers must not offer/give-to or receive from any contractors or third parties working on behalf of Modibodi or in the role of an external auditor any offer, gift or service that could be construed as a bribe.
- 14. Factory Closure/Restructuring/Reorganisation** Prior to implementing a restructure/reorganisation or closure involving the dismissal of workers, suppliers must review available alternatives and set out a retrenchment plan to financially support workers. The retrenchment plan should not discriminate and be in consultation with workers. The suppliers will comply with all legal and contractual requirements. Workers must be paid all owed salary and for their notice period.

15. Traceability: Modibodi and our suppliers are jointly responsible for ensuring social and environmental responsibility and the integrity of our product content claims from the raw materials on the farm to the finished product at the factory level. The only way to work towards this goal is to have transparency and traceability at all levels of our supply chain. Modibodi 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 farms, scourers, spinners, mills, dye houses, plants, factories and other sites that are involved in the production of our products.

16. Code Communication and Grievances: Suppliers must provide a grievance mechanism for workers to raise their workplace concerns to an appropriate level of management with concerns being addressed promptly in a transparent and understandable manner without retribution. The mechanism should allow for anonymous complaints to be raised and addressed. This process must be communicated to all employees in their local languages. **Place this Code of Conduct in a prominent location for all to access.**

Contact Us

If suppliers are not following this Code of Conduct please let us know by emailing hereforyou@modibodi.com. Please feel free to write in your local language, all information will be in strict confidence and your identity will be protected.