

# STORMTECH

## OurWorld



### **OurWorld Production Code**

At STORMTECH we realize that we need to take responsibility for our world. Not only do we comply with all applicable environmental regulations and laws in the countries of our production, but we have gone a step further to create our own ethical production code.

The STORMTECH OurWorld Production Code ensures that no materials used in the production of STORMTECH gear contain any substances that are harmful to the environment. Requirements are detailed for production facilities in the areas of air, water, and noise pollution, as well as recycling in order to minimize the impact they have on their surroundings.

Every production facility used by STORMTECH provides their consent to upholding this code. Before doing business with any third party manufacturer we visit their facility to see first-hand if they can meet our environmental standards. The requirements of this code illustrates our support of the International Standard Organization's 14000 series of environmental standards, as well as other key international environmental initiatives.

We are committed to protecting our world and conserving its natural resources. It's a healthy choice for the planet, and for the consumer who wears STORMTECH Performance Apparel.

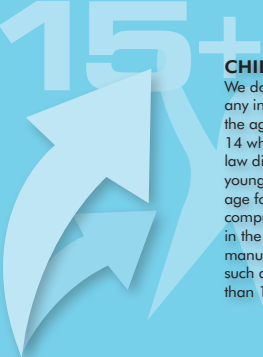


# CODE OF CONDUCT

This Code serves as a guide for all STORMTECH operations.


All STORMTECH employees and business partners must adhere to these principles.

**1**




**CHILD LABOUR**  
We do not employ any individual under the age of 15 (or 14 where national law dictates) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

**2**




**FORCED LABOUR**  
We do not use forced labor, whether in the form of prison labour, indentured labour, bonded labour, or otherwise.

**3**




**COMPENSATION**  
Employees are paid at least the legal minimum wage, or prevailing industry wage (whichever is higher), and provide legally mandated benefits.

**4**




**HOURS OF WORK**  
We comply with legally mandated work hour limitations. Maximum work hours per week are capped at 60 hours per week (including regular and overtime hours) unless the legal maximum requires even less. Employees are provided with at minimum one day off in seven.

**5**



**HEALTH & SAFETY**  
We provide safe and healthy working environments to prevent employee accidents and injury to health arising out of or occurring in the course of work. Where applicable, all necessary measures are taken to also ensure healthy and safe conditions in employee residential facilities as well.

**6**




**ENVIRONMENT**  
We comply with applicable national environmental regulations and laws.

**7**



**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**  
We recognize and respect the right of employees to freedom of association and collective bargaining.

**8**




**HARASSMENT OR ABUSE**  
Every employee is to be treated with respect and dignity. Any form of harassment or abuse, whether physical, sexual, psychological, or verbal will not be tolerated.

**9**



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

**10**



**PREGNANCY**  
Female employees are not asked about their pregnancy status, nor are they required to be tested for pregnancy. We abide by all local and international laws regarding working conditions for pregnant workers, including but not limited to rest breaks and adequate seating.

**STORMTECH**  
PERFORMANCE APPAREL



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