

# MODHER

MADE IN ITALY

## SUPPLIER CODE OF CONDUCT 2020

### OVERVIEW

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

This Code of conduct is created to ensure that our suppliers enforce safe working conditions, that their workers are treated with respect and dignity, and that their manufacturing processes are environmentally responsible.

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. 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.

MODHER 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.

### 1. LAW AND CODE COMPLIANCE

Our suppliers are expected to comply with and will be monitored to 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. Over time we will, in conjunction with our suppliers, identify further areas where MODHER and our suppliers can work together to achieve improved working conditions and environmental impact and social benefits to our communities.

# MODHER

MADE IN ITALY

## 2. FORCED LABOR

There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

## 3. CHILD LABOR

Factories shall employ only workers who meet the applicable minimum legal age requirement or are at least 16 years of age, whichever is greater. Additionally, we expect you not to use anyone under the age of 18 to carry out work which is likely to jeopardize their health, safety or morals.

## 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. RESPECT INTELLECTUAL PROPERTY RIGHTS

Respect Intellectual property rights at all times. Any transfer of technology and know-how should be carried out in a manner that protects intellectual property rights.

## 7. 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.

## 8. 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.

# MODHER

MADE IN ITALY

## 9. 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.

## 10. 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.

## 11. HOURS OF WORK

Take all appropriate steps to ensure workweeks do not exceed the maximum working hours as defined by local laws or applicable collective agreements except in emergency or extraordinary situations with the consent of the employee.

## 12. 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.

## 13. 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.

## 14. SOURCE YOUR MATERIALS RESPONSIBLY

If you manufacture components, parts, or products containing tin, tantalum, tungsten or gold, you must source those materials from environmentally and socially responsible sources only. Materials, which either directly or indirectly contribute to conflict, are unacceptable.

# MODHER

MADE IN ITALY

## 15. COMMUNITY

MODHER 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.

## 16. SUBCONTRACTING

MODHER does not permit any subcontracting without our prior written approval. All samples and production orders must be placed within facilities that have been pre-approved by MODHER, 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.

## 17. 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.

## 18. TRACEABILITY

MODHER and our suppliers are jointly responsible for ensuring social and 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. MODHER requires suppliers to map and continuously track and monitor all locations in all levels of their supply chain.

## 19. QUALITY

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 MODHER quality standards. These audits must be performed by a trained QA staff member provided by the factory. The QA staff members 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 MODHER Quality Department.

---

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 [support@modher.com](mailto:support@modher.com). All information we receive will be kept in strict confidence and your identity protected.