

ADAY PARTNERS

Commitment to People

ADAY's mission is to create a better wardrobe of fewer pieces to do more in, we're committed to conducting business in a way that benefits people, protects the environment, and aims at creating a better future. We expect our partners to do the same.

The design, fabrics, and construction of our products are at the core of this mission and the only way to create sustainable designs is with an ethical and sustainability-focused supply chain. Hence, our supply chain partners are at the core of who we are. Your practices are our practices, and your work matters to ADAY and ADAY customers. This Code of Conduct ("Commitment to People") outlines our minimum requirements and we work with our suppliers towards creating the most friendly and sustainable future possible.

Formal benchmarks are referenced throughout this Commitment. Partners are encouraged to reference these materials in addition to the below principles. If there is ever to be a conflict in standards, the partner must follow the standard that is most favorable to the employees and the planet.

Terms of Employment

ILO Convention 122, 158,175

Recognized employment relationship is required to exist with all workers abiding to ILO standards. Upon hiring, all employees have the right to a written contract, in their preferred language, which outlines the terms of employment. Formal training procedures must be in place so that the employee feels comfortable doing their job.

If outsourcing is ever to take place, ADAY must be made aware of the circumstances. The outsourced Partner must comply with the Partner Commitment to People in its entirety.

Employment is Freely Chosen

ILO Convention 29 and 105.

All work (directly or indirectly used by the Partner) must be conducted on a voluntary basis. Workers must not be required to lodge "deposits" or identity papers by their employer. Workers must be free to terminate employment after giving reasonable notice. Workers must not be indentured to the Partner. There shall be no forced labor (defined as slavery, bonded, human trafficking, indentured, prison, and/or any other types of labor which are not fully agreed upon between the worker and employer).

Working Hours

ILO Convention 1, 14 and 30

The working hours of all workers must never exceed 60 hours per week inclusive of no more than 12 hours overtime. Overtime must be voluntary, paid at a premium rate. Workers should receive at least 1 day off for every 7 days of consecutive work. Partners shall honor local and national holidays, giving employees the right to observe these days with time off.

Wages and Benefits of Employment

ILO Convention 131, 158, 175 and 183

Partners must adhere to working schedules, wage scales, benefit policies, and time off regulations within or above the minimum standards of their local law as well as the ILO Convention. If there are ever discrepancies, the partner shall move in favor towards whichever regulation affords the employee the greatest protection.

Workers must be provided with a fair living wage. This includes enough salary to cover basic needs as well as discretionary income. Legally required benefits including paid leave and insurance must be granted to all workers.

Hiring of labor-only contracting, fixed-term contracts, apprenticeship schemes or any other comparable arrangement where there is no real intent to impart skills or provide regular employment must not be utilized with intent to avoid the obligations employees have rights to under labor or social security laws and national regulations.

Discrimination

ILO Convention 100, 111, and 159.

In all aspects of employment and work culture, the Partner shall never discriminate on the basis of race, color, gender, religion, political opinion, social background, ethnic or national origin, marital status, pregnancy, physical or mental disability or membership of representative organizations. Workers shall be provided with the tools to raise concerns without fear of reparations or unfair treatment.

When hiring, a Partner shall make their decision based only on the candidates ability to complete the job at hand and never on the basis of one's personal character or beliefs. There is zero tolerance for bullying, harassment or abuse of any kind.

Health and Safety

ILO Convention 155 and 183.

A safe and hygienic working environment must be provided at all times. Partners shall adhere to all local, national and international law. Protective steps for accident and injury prevention in the workplace must be taken.

Facilities within the Partners work space must be kept sanitary at all times and ventilation must be present. Effective personal protective equipment shall be provided by the Partner to the employee as deemed necessary by local, national and international law. Reasonable accommodation (chairs, lactation rooms or any other reasonable accommodation) must be made for any pregnant workers and parents to prioritize the health of the mother and/or child.

Clearly written policies and practices related to on-the-job safety and accident preventative measures must be easily accessed by all employees. Data on injury, accident, loss, or absentee days shall be recorded in a timely manner and made transparent for all workers.

If the Partner is to provide living accommodations for work, the living conditions must support a safe, healthy and clean environment for both mind and body.

Disciplinary Practices

Workers shall always be treated with dignity and respect. There is zero tolerance for physical or verbal, psychological or sexual harm or intimidation.

Child Labor

ILO Convention 182 and 138.

The minimum age of a worker must not be below the age of local compulsory schooling protocols, and never beneath the age of 15. Any child workers under the age of 18 will not engage in night labor of any sorts or labor that puts their mental and/or physical health at risk. Partners are forbidden from engaging in the recruiting or support of child labor or slavery (both directly and indirectly).

Freedom of Association and Collective Bargaining

ILO Convention 87, 98, 135 and 154.

Workers have the right to join or form unions and/or organizations of their choosing and are able to collectively bargain for or against any matters. Worker representatives shall not be discriminated against nor wrongfully penalized and must have access to their workspace to be able to carry out their job responsibilities just as their fellow workers receive.

Subcontracting

Vendors are not permitted to subcontract any part of the work, defined as all goods and services, without the written consent of ADAY. Upon ADAY's consent, vendors shall supply ADAY with all required documentation prior to subcontracting such work and all subcontractors must also meet the standards outlined in this Code of Conduct.

Community

Partners are encouraged to advocate for education and sustainable solutions to eradicate child labor within their local region. Partners should work to incorporate diversity and inclusivity into the workplace starting with unbiased hiring practices. It is also suggested Partners become invested in their local communities to understand how, as a company, the Partner can have a positive impact on minority and/or disadvantaged groups. Partners should encourage workers to participate in activities that increase health and wellbeing.

Get in touch

The work never stops. All our Partners are required to share this document with all employees in the local language(s). This commitment must be posted in an easy to locate and conspicuous area where employees are free to review as they please. If there is ever reason to believe that these protocols are not being followed, please contact sustainability@thisisaday.com to file your complaint in an anonymous manner.

By signing this below, you confirm that you (the Partner) have reviewed and agree to abide by the guidelines in this Commitment.

Partner Name

Date

Partner Signature

ADAY Name

Date

ADAY Signature