



CODE OF ETHICS



Overview:

Our Code of Ethics outlines the core values by which we live and breathe. The intent is to define achievable standards of ethics so our team, our suppliers and our customers are all on the same page about what is expected in these areas. This code draws on international human rights standards; particularly International Labour Organization constitution, national labour laws and ETI Base Code.

WE'AR meaningfully committed to upholding and modeling ethical practices within our whole supply chain from seed to store. We seek solutions that will benefit individuals in our team and supply chain and will improve the quality of living in the communities in which they live.

We work with suppliers who are equally committed to being leaders in ethical practice and who are moving forward in their own continuous improvement. All suppliers must agree to assessments by WE'AR and are expected to make improvements when these codes are not met. We provide information, support and guidance where needed to help make agreed improvements and ensure the commitments are fulfilled.

WE'AR communicates this code to all employees and members of our supply chain. The standards apply equally to all permanent, temporary, part time, piece rate, salaried and hourly paid workers and all employees, directors, shareholders, volunteers, suppliers, collaborators, contractors, sub-contractors and other individuals affiliated with WE'AR are required to comply with this Code of Ethics.

We ensure employees in our supply chain are able to report confidentially and without detriment any failure to observe this code. We will respond fully and openly to any complaints about violations and report fairly and accurately on all our ethical trade activities.

The Code of Ethics is a living document and as such should be reviewed and updated regularly. We seek feedback from those we work with and look to evolve with continual improvement, to exceed the minimums, to set a next level set of standards for ethics in business. We would love to inspire others to join us in this quest.



Code of Ethics:

1. No discrimination is practiced

WE'AR an equal opportunities employer and does not discriminate in its employment irrespective of age, ethnic or national origin, caste, gender, sexual orientation, marital status, religious or ethical belief, disability, union membership, political affiliation or economic background.

Consistent with this, WE'AR will ensure that appointments to all positions are made on the basis of merit, and that promotions maintain the principle of advancement by merit. Further, there is no discrimination practiced in compensation, access to training, termination or retirement.

Employee records are confidential, and access to them is limited to the person and his or her managing personnel and other persons who have obtained the employee's consent.

2. Employment is freely chosen

There is no forced, bonded or involuntary prison labour.

Workers are not required to lodge 'deposits' or identity papers with WE'AR or employers within our supply chain, and are free to leave their employer after reasonable notice.

3. Child labour will not be used

Children and young people under the age of 16 will not be employed.

WE'AR, and/or companies within our supply chain, shall participate in and contribute to policies and programmes that provide for transition of any child found to be performing child labour, to enable the child to attend and remain in education until no longer a child.



4. Freedom of Association and the right to collective bargaining are respected

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

5. Working conditions are safe and hygienic

A safe and hygienic working environment is provided. Adequate steps are taken to prevent accidents and injury by minimizing, as far as reasonably practicable, any risks in the working environment.

Responsibility of Health & Safety is assigned to a senior management representative who has been regularly trained in health & safety procedures.

Access to clean toilet facilities, drinking water and sanitary food storage facilities are provided.

If accommodation is provided, it is clean, safe and meets the basic needs of the workers.

6. Living wages are paid

WE'AR believe that everyone who works has the right to wages that ensure a standard of living is met that is adequate for the health and wellbeing of themselves and of their family. This includes food, clothing, housing and medical care.

Wages and benefits paid meet, at a minimum, national legal standards or the company living wage benchmark, whichever is higher. Wages are enough to meet basic needs and to provide some discretionary income.

All workers are provided with written and understandable information about their employment conditions in respect to their wages and how they will be paid.



Deductions from wages as a disciplinary measure is not be permitted nor are any other deductions not provided for by national law permitted without the express permission of the employee.

All disciplinary measures are recorded.

7. Working hours are not excessive

Working hours are defined by contract, comply with national laws and do not exceed 48 hours per week.

Working hours may exceed 60 hours in any seven day period only if the following conditions are met: It is allowed by national law, it is collectively and freely agreed by the majority all employees, appropriate safeguards are taken to look after employees health & safety, there are exceptional circumstances that demonstrate this need for overtime (such as unexpected production peaks or emergencies).

Employees shall be provided with at least one day off in every seven days.

All overtime is voluntary. Overtime is used reasonably (considering frequency and total hours worked by individuals and teams) and is not used to replace regular employment. Overtime is always compensated at a premium rate of at least 125% of regular pay.

8. Regular employment is provided

To every extent possible, work performed must be on the basis of a recognized employment relationship established through contract or national law practice.

Regular employment relationships are not avoided through the use of contracting, sub-contracting or home-working arrangements. Employment obligations are not avoided through excessive use of fixed term contracts.



9. All dealings are conducted ethically

In our dealings with one and other and with other businesses, all members of the WE'AR team and supply chain will be:

- Honest
- Fair
- Respectful
- Compassionate
- Ethical

Unethical behaviour includes but is not limited to, sexual harassment, racial harassment, discrimination, personal harassment, bullying, physical abuse or discipline, the threat of abuse, verbal abuse or any other form of intimidation, the abuse of authority and failing to declare or manage a conflict of interest.

WE'AR committed to resolving any complaint in a timely and confidential manner. Where a team member has concerns about behaviour that may be inconsistent with this policy, they can seek support, advice or to discuss possible resolutions with their manager, the General Manager or the Director. Anyone has a right to be accompanied by a support person.

There are many options for resolution, as a starting point the options include:

A/ Individuals addressing the issues themselves:

This would involve the person raising their concerns directly with the other person, either with or without a support person present. Advice and support for this option is available as above.

B/ Management or third party involvement:

Where a person does not wish to address the issue directly themselves, or where this would not be appropriate, they may ask the person to whom they report to intervene or they may ask a third party to discuss the issue with the person on their behalf. It would be normal for either of these processes to be followed by a



direct discussion between the parties to re-establish a constructive working relationship.

C/ Mediation:

Mediation is a conversation between people with the help of the mediator; it is an informal and voluntary process, in which the participants identify the issues, generate options and consider alternatives in order to reach a mutually acceptable solution. It is confidential and non-disciplinary. Participants enter the process willingly and may withdraw at any time.

The mediator does not act as an advocate, a support person or a decision-maker but as a neutral facilitator. Mediation is a non-judgmental process that does not result in a winner and a loser, but in an outcome that is acceptable to both participants. Support people may be present at the mediation.

10. Environmental sustainability is an active priority

We believe that business and sustainability coexist; environmental sustainability is core to our business at every level. We maintain a monitor a separate environmental policy that our suppliers comply with. It is our goal to raise awareness around the impact industry has on the environment at the same time as using an active approach to sustainability with excellent and creative solutions. It is our mission to lead and inspire in a sustainable way.

11. Animal Welfare is respected

We respect animal welfare and adopt healthy and humane practices towards animals based on best available standards.



12. Termination of supplier relationships will be fair

We take our Code of Ethics seriously and will terminate supplier relationships where serious breaches of the Code persist, but only after reasonable and collaborative attempts have been made to work with the supplier to make improvements, and where we can see no reasonable prospect of improvements.