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IN BED Supplier Code of Conduct

Introduction

The IN BED Supplier Workplace Code of Conduct (“Code”) defines standards for fair, safe and healthy working conditions and environmental responsibility throughout our supply chain. The standards are based on best practices created by the Fair Labor Association (FLA) and the International Labor Organization (ILA). All suppliers must commit to adhering to our Code of Conduct.

Requirements in this Code apply to the whole supply chain, including sub-suppliers and subcontractors. 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.

IN BED pledges to work together with our suppliers to ensure a high level of labour, health and safety and environmental conditions in the workplace, and to work with all suppliers to ensure as a team we are working towards the best possible sustainability practices.

IN BED 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.

IN BED has identified 6 key pillars from the [UN Sustainable Development Goals](#) (listed below) that are most important to us as a business and choose to partner with suppliers that embrace & embody these shared values;

- Good Health & Wellbeing
- Responsible consumption & production
- Climate action
- No poverty
- Reduced Inequalities
- Decent Work & Economic Growth

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The requirements listed in our code of conduct are minimum requirements. We know many of our trusted suppliers hold themselves to an even higher standard and have certifications and reports which confirm this. This is part of the reason why we have chosen to work with you.

Policy Details

1. Law and Code Compliance: Our suppliers are expected to comply with (1) 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, (2) our Supplier Workplace Code of Conduct, and (3) where applicable, Collective Bargaining Agreements.
2. Child Labour: No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher. Juvenile workers (ages 15-17) shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to compromise their health, safety or morals. (ILO Convention 138 and 182)
3. Forced Labour: There shall be no use of forced labour, including prison, indentured, bonded, slave or other forms of forced labour. Acts of human trafficking are also prohibited. Suppliers are required to monitor any third party entity which assists them in recruiting or hiring employees, to ensure that people seeking employment at their facility are not compelled to work through force, deception, intimidation, coercion or as a punishment for holding or expressing political views. (ILO Conventions 29, 105, 182)
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 or to monetary fines or embarrassing acts as a disciplinary measure.
5. Discrimination: No person shall be subject to any discrimination in any aspect of the employment, relationship including recruitment, hiring, compensation, benefits, work assignments, access to training, advancement, discipline, termination or retirement, on the basis of race, religious belief, colour, gender, pregnancy, childbirth or related medical conditions, age, national origin, ancestry, sexual orientation, gender identification, physical or mental disability, medical condition, illness,

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genetic characteristics, family care, marital status, status as a veteran or qualified disabled veteran (in the USA only), caste, socio-economic situation, political opinion, union affiliation, ethnic group, illness any other classification protected under applicable law. 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. (ILO Conventions 100 and 111)

6. Freedom of Association and Collective Bargaining: Workers must be free to join organisations of their own choice. Suppliers shall recognise and respect the right of employees to freedom of association and collective bargaining. All suppliers must develop and fully implement effective grievance mechanisms which resolve internal industrial disputes, employee complaints, and ensure effective, respectful and transparent communication between employees, their representatives and management. (ILO Conventions 87, 98 and 135)
7. Employment and 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 labour and social security laws and regulations.
8. Wages and Benefits: We seek and favour 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 work week that is sufficient to meet the workers and their family's 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. (ILO Conventions 26 and 131)
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 by at least 125%. (ILO Convention 1 and 30)

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11. Hours of Work: Suppliers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular workweek shall not exceed 48 hours or the maximum allowed by the law of the country of manufacture, whichever is less. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. 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 country of manufacture, whichever is less. (ILO Convention 1)
12. Health and Safety: Suppliers shall provide a safe and healthy workplace 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 employers' facilities. The employer shall take a proactive approach to health and safety by implementing policies, systems and training designed to prevent accidents, injuries and protect worker health. (ILO Convention 155)
13. Environment: Suppliers must comply with all applicable environmental laws. Suppliers should also responsibly manage their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of waste.
14. Community: IN BED 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 philanthropic values.
15. Subcontracting: Suppliers are encouraged to monitor subcontractors and sub-suppliers for social and environmental responsibility using standards that meet or exceed those set out in the Code.
16. Animal Welfare: Suppliers must respect animal welfare including *The 5 Freedoms of Animal Welfare (detailed below)* and work progressively towards adopting the most healthy and humane practices towards animals based on best available technology and standards.
 1. *Freedom from hunger and thirst:* by ready access to fresh water and a diet to maintain full health and vigour.

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2. *Freedom from discomfort:* by providing an appropriate environment including shelter and a comfortable resting area.
3. *Freedom from pain, injury or disease:* by prevention through rapid diagnosis and treatment.
4. *Freedom to express normal behaviour:* by providing sufficient space, proper facilities and company of the animal's own kind.
5. *Freedom from fear and distress:* by ensuring conditions and treatment which avoid mental suffering.

17. Traceability: IN BED and our suppliers are jointly responsible for ensuring social and environmental responsibility and the integrity of our product content claims. Prior to commencing work, suppliers are required to supply certifications proving compliance with Labour, Environmental & Animal welfare as agreed to on this document.

18. Inspections: to ensure that our code of conduct is followed, IN BED reserves the right to send representatives or external auditors to inspect the suppliers and sub-suppliers who work with us.

Signing below hereby confirms that we have read the IN BED Code of Conduct and accept all terms required of us as suppliers. We accept that if the code of conduct is not followed this may result in contracts being declared null and void.

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Signature & Date (On behalf of The Supplier)

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Signature & Date (On behalf of IN BED Store Pty Ltd)