

Boyish Supplier Code of Conduct

Introduction

At Boyish we understand that the production of clothes has an impact on both the environment and the people that make our clothes. That is why we have made it our mission to make good jeans while leaving as little impact on the Earth as possible. We are committed to using ethical and sustainable practices in the development and manufacturing of all our products. All of our jeans are produced with sustainable fabrics and washes through an environmentally-friendly and cruelty-free process. We believe that our ability to accomplish our goal is dependent on the relationships we have with our suppliers. We seek to partner with suppliers who hold similar visions of sustainability, transparency, and continuous improvement throughout their supply chain. The Boyish Code of Conduct outlines the expectations we have of ourselves and our partners.

Every Boyish partner is expected to meet or exceed the practices laid out in our Code of Conduct along with permit regular and independent third party monitoring. Which allows us to consistently gain a fair understanding of performance throughout our supply chain and better support our partners.

While we expect our suppliers to adhere to our Code of Conduct, we understand that this can be a work in progress. We promise to work collaboratively to help solve and remediate non-compliances and strive for continuous improvement. For additional assistance, check out GSCP Social Labor Management Systems for more resources that provide strategy frameworks and steps that correspond to the procedures presented in this code.

CODE COMPLIANCE

The implementation of this code is required for all Boyish manufacturing partners including, agents, vendors, manufacturers, factories and sub-contractors. All of our suppliers are expected to comply with this Code and applicable laws and submit to verification and monitoring. All suppliers are required to post the Boyish Code of Conduct in the local language in a conspicuous place frequented by all supplier employees, including full-time, part-time, permanent, and temporary employees. When differences or conflicts in standards arise, suppliers are expected to comply with the highest standard that is, when applicable, the most in favor of the employees.

EMPLOYMENT RELATIONSHIP

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at minimum, safeguard their rights under local, national, and international labor and social security laws and regulations.

CHILD LABOR

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher. Workers under the age of 18 shall not perform work which, by its nature or the circumstances would likely compromise their health, safety or morals.

FORCED LABOR

The Boyish supplier shall not make use of forced, prison, bonded or involuntary labor. Acts of slavery or 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 individuals seeking employment are not compelled to work through force, deception, intimidation, coercion, or as punishment for personally held views.

HARASSMENT & ABUSE

All employees 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 action.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Workers must be free to join or form trade unions of their own choosing and participate in collective bargaining without fear of harassment, interference or retaliation. Suppliers shall not inhibit or obstruct such legitimate activities. All suppliers must develop effective, respectful, and transparent grievance mechanisms to resolve disputes, complaints and encourage effective communication between employees, representatives and management.

WAGES & BENEFITS

Every worker is entitled to compensation for a regular work week that is sufficient to meet the worker's and their family's basic needs and provide some discretionary income. Employers must compensate their workers wages which equal or exceed minimum wage or the equivalent prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any benefits required by law or contract.

ENVIRONMENT

We do business with suppliers who share similar visions of sustainability and dedication to producing clothes with a limited impact. Our suppliers must be Zero Discharge of Hazardous Chemicals (ZDHC) members and follow their standards for chemical restrictions, safety labeling, handling and storage of approved substances while preventing or mitigating the release of hazardous chemicals or materials. As members, our suppliers are required to publicly disclose their testing results through the ZDHC platform. Facilities shall continuously monitor and disclose to Boyish, their energy, natural resource usage, emissions, discharges, carbon footprint and disposal of wastes. Suppliers must maintain written environmental policies and standards and comply with applicable environmental laws and regulations where they conduct business.

DISCRIMINATION

Suppliers may not discriminate in any aspect during the employment relationship including recruitment, hiring, compensation, benefits, work assignments, access to training, promotion, termination, or retirement on the basis of gender, race, religion, sexual orientation, color, national origin, age, physical or mental disability, medical condition, political opinion, union affiliation, social group, marital status, pregnancy or any other classification protected by local, national, and international law. Employment terms and conditions shall be based on the principle of equal opportunity and shall include effective mechanisms to protect migrant, temporary or seasonal workers from any form of discrimination.

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 work week shall not exceed 48 hours or the maximum allowed by the law of the country of manufacture, whichever is less. Employees shall have 24 consecutive hours of rest in every seven-day period. All overtime work is voluntary and free from reprisal if declined. Overtime shall not exceed twelve hours per week or the maximum allowed by the law in the country of manufacture. Employers shall not request on a regular basis and shall be compensated at a premium rate.

HEALTH & SAFETY

Our suppliers shall provide safe and healthy working conditions designed to prevent accidents and injuries to health arising out of, associated with, or occurring in the course of work. Our suppliers must provide appropriate and effective personal protective equipment on an as need basis. All suppliers must comply with applicable laws of the countries in which they operate regarding work environment, sanitation and safety. Our suppliers that provide residential facilities must ensure clean, safe and adequate sleeping quarters, sanitary facilities.

ANIMAL WELFARE

Boyish does not permit the use of any animal products. As a PETA approved member, we promise to produce products with sustainable fabrics through a completely environmentally-friendly and cruelty-free process.

SUBCONTRACTING

Boyish does not permit unauthorized subcontracting. Suppliers must not engage any subcontractor to perform work for Boyish products without prior written approval. All facilities must be pre-approved and have agreed to comply with this Code.