



## **VENDOR CODE OF CONDUCT**

2024

Eagles Nest Outfitters, Inc. ("ENO") is committed to promoting fair, safe, and non-discriminatory working environments for the workers producing our products. Each vendor ("Participants") who supplies ENO product (whether contract or subcontract) is required to adhere to the standards and regulations outlined in our Code of Conduct. Our code standards are based on International Labour Organization principles and internationally-accepted fair labor practices. This ensures working conditions in our entire supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. Where industry or ENO standards are higher than required by law, vendors will meet the higher standards. ENO monitors compliance to these standards, promotes a model of continuous improvement, and encourages our vendors to take ownership of their social compliance programs.

### **1. COMPLIANCE WITH LAWS AND WORKPLACE REGULATIONS**

Participants will comply with laws and regulations in all locations where they conduct business.

### **2. PROHIBITION OF FORCED LABOR**

There shall be no use of forced labor, including prison labor, indentured labor, bonded labor, human trafficking, slavery or other forms of forced labor.

### **3. PROHIBITION OF CHILD LABOR**

Participants will not hire any employee under the age of 16 (or 15 where the governing law allows such employment) or under the minimum age established by law, whichever is greater. In the case of hazardous work, the minimum age is 18. If the legal age for employment is higher than 16, then the higher age shall apply.

### **4. PROHIBITION OF HARASSMENT OR ABUSE**

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. COMPENSATION AND BENEFITS**

Participants recognize that wages are essential to meeting employees' basic needs. Employees shall be paid, as a floor, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and shall provide legally mandated benefits. In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.

## **6. HOURS OF WORK**

Participants 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. Participants shall allow workers at least one day of rest in every seven-day period. All overtime work shall be consensual. Except in extraordinary business circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

## **7. PROHIBITION OF DISCRIMINATION**

Employees will be hired, paid, promoted and terminated on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs. No person shall be subject to discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement on the basis of gender, race, religion, age, disability, sexual orientation, marital status, pregnancy, nationality, political opinion, social or ethnic origin.

## **8. HEALTH AND SAFETY**

Participants will provide 1) a safe and healthy work environment, 2) written safety and health policies and procedures, 3) provide training and adequate equipment to ensure workplace safety practices. Where residential housing is provided for workers, Participants will provide safe and healthy housing.

## **9. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Participants will recognize and respect the freedom of employees to exercise their lawful rights of free association and collective bargaining. Where the right to freedom of association is restricted under law, vendors must allow their employees to raise with the vendors' representatives any job-related grievances the employees may have, without penalty or reprisal.

## 10. ENVIRONMENT

Participants recognize that environmental responsibility is integral to producing world-class products. In manufacturing operations, adverse effects on the environment and natural resources are to be minimized while safeguarding the health and safety of the public. Participants will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

## 11. COMMUNITY

Employers are encouraged to engage directly or through partnerships in projects that improve the social well-being of employees and their families in the local community.

## 12. DOCUMENTATION AND MONITORING

The Participant shall define and implement a management system to ensure compliance with this Code of Conduct, maintain all documentation needed to demonstrate compliance, as well as establish and follow an anti-bribery / anti-corruption policy in all business activities. Participants must agree to make these documents available for Eagles Nest Outfitters, Inc. or its designated monitor, and agree to submit to inspections with or without prior notice. It is management's responsibility to ensure correct implementation and continuous improvement of this Code and communicate the requirements to all employees.

## 13. SUBCONTRACTING POLICY

**No Unauthorized Subcontracting:** Subcontracting may only be utilized with the prior written approval of Eagles Nest Outfitters, Inc. Any subcontractor approved as an authorized supplier by Eagles Nest Outfitters, Inc. must comply with our Vendor Code of Conduct, without exception. It is the responsibility of our direct suppliers to continuously monitor all approved subcontractors and sub-suppliers for compliance with our Vendor Code of Conduct, Restricted Substances List, and any other applicable laws and regulations.

*Note: This policy applies to all test, sample, and bulk production orders and includes all product components.*

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**DECLARATION OF LIABILITY REGARDING COMPLIANCE WITH THE VENDOR CODE OF CONDUCT:**

We, the undersigned hereby confirm:

That we have received and taken due note of the Eagles Nest Outfitters, Inc. Code of Conduct of 2024.

That we are aware of all relevant laws and regulations of the country or countries in which our company operates.

That we will inform Eagles Nest Outfitters, Inc. in case of conflict between provisions of the Eagles Nest Outfitters, Inc. Code of Conduct and any applicable laws or regulations in our countries of operation.

That we will display (in English and/or local language), observe and conform to the Eagles Nest Outfitters, Inc. Code of Conduct in its entirety based on a development-oriented approach and without amendment or abrogation.

That we will inform all of our subcontractors of the contents and requirements of the Eagles Nest Outfitters, Inc. Code of Conduct, and that we will ensure that they also comply with the provisions incorporated therein.

That Eagles Nest Outfitters, Inc. and any organizations acting on its behalf may carry out audits with or without notice at our business premises and the business premises of our subcontractors at any time.

***Please note:** This document must be signed by a duly authorized representative of the company and returned to Eagles Nest Outfitters, Inc.*

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Date

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Company Name

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Signature

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Full Name

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Company Address