

[CA Labor Law](#)
[LA County Minimum Wage](#)
[CA EPA Toxic Substance Control](#)

THE MATE CODE OF CONDUCT

MATE the Label is committed to setting a positive example for clothing production best practices. Our goal to evolve the fashion ecosystem is so much more than a single-item to-do list. It requires us to uphold our very own set of standards at every step of our product's lifecycle. That's why we require all the factories we partner with to adhere to our Code of Conduct.

LABOR PRACTICES **FAIR IS FAIR—PERIOD.**

Who can work at a MATE factory?

All employees must be 18 years of age or older. Child labor is prohibited. The age of all employees must comply with state and federal labor laws.

All work performed by employees must be voluntary. Work must not be sourced from bonded labor, slave labor, prison labor, or labor that is the result of human trafficking.

Work performed must be done so under a recognized and documented relationship of employment between employee and employer.

How are employees compensated?

The factory must comply with [city minimum wage requirements](#).

Any work performed by employees that is in excess of 8 hours a day or 40 hours a week will be considered overtime and will be performed on a voluntary basis. Employees who perform overtime work will be compensated at 1.5 times their non-overtime rate.

What are the working hours?

Working hours and break schedules must be in compliance with federal, state, and local law.

Employees cannot work more than 6 consecutive days to ensure time for self-care and recharging their bodies.

How do employees know their rights?

Safety protocol, emergency procedures, and information regarding labor laws, including minimum wage, must be printed in all languages spoken in the factory and posted in a common area.

WORKPLACE ENVIRONMENT **CREATING A SAFE SPACE**

How are employees treated?

All employees are entitled to a work environment that is free of physical and emotional abuse, as well as harassment of any form. We make sure of it.

Employees must not be discriminated against or excluded from opportunities regarding employment, wages, additional training, promotions, job assignment, termination, retirement, or any other workplace opportunity based on religion, gender, race, sexual orientation, political ideology, nation of origin, pregnancy, age, mental capacity, or medical condition.

What are the working conditions?

Employees must have access to natural light throughout the work day.

Workplaces must be properly ventilated for safety and be kept at a comfortable temperature for employees.

Employees will never be exposed to chemical waste or hazardous chemicals while at work.

Employees will always have access to first aid supplies and appropriate medical assistance should they need it.

Employees must have access to clean restrooms, drinking water, and break areas. Including areas for food preparation and storage.

Factory must be in compliance with all [CA environmental laws](#). Including laws regarding waste disposal to ensure an eco-friendly work environment.

How is safety ensured?

Work facilities must have smoke detectors and carbon monoxide detectors that are in compliance with federal, state, and local law.

The factory must have an evacuation plan that is clearly understood and practiced by all employees.

IMPLEMENTATION
FOLLOW THROUGH IS EVERYTHING

What are the sustainability practices?

Suppliers must recycle all MATE cutting table scraps and are encouraged to recycle all cutting table scraps produced in the factory.

How does MATE ensure adherence to the Code of Conduct?

Suppliers are prohibited from subcontracting work to produce MATE purchase orders so that there is always full transparency into exactly who we are partnering with. No loopholes allowed.

MATE requires that suppliers are transparent with all inspections performed by the City of Los Angeles.

Factories must sign this contract annually and allow MATE to perform independent inspections frequently.