

# NEMO Sustainability Policies

Version4.23

## Sustainability Policies and Targets

Topic	Policy/Target	Timing
Greenhouse Gas Emissions	NEMO will cut our emissions intensity in half by 2030.	Jan 1 2030
PFAS	All NEMO products will be free of PFAS by 2025.	Jan 1 2025
Flame Retardants	All NEMO products will be free of flame retardant chemicals by 2025.	Jan 1 2025
Down	NEMO only sources down that is 100% RDS certified.	Certified 2017-present (CU 845342); ongoing
Recycled Materials	NEMO prioritizes materials with recycled content, and requires material certification to the Global Recycled Standard or the Recycled Content Standard.	Ongoing
bluesign®	NEMO is a bluesign® systems partner, prioritizes bluesign® approved materials, and designs bluesign® Products.	bluesign® systems partner since 2020; first bluesign Product in 2023; ongoing
Restricted Substance List	NEMO has adopted the bluesign® Restricted Substance List (RSL). All NEMO vendors are required to comply with the bluesign RSL. The most up-to-date bluesign RSL can be found on the <a href="#">bluesign website</a> .	bluesign RSL adopted 2016; ongoing
Recyclability	NEMO strives to design products that are 100% recyclable.	Ongoing; progress reported annually
Energy Efficiency	100% of NEMO Tier I suppliers will complete energy efficiency training.	Ongoing; progress reported annually
Renewable Energy	100% of NEMO Tier I suppliers will source renewable energy.	Ongoing; progress reported annually
Higg Adoption	100% of NEMO Tier I suppliers will participate in the Higg FEM and FSLM.	Ongoing; progress reported annually
Packaging	NEMO will eliminate use of virgin petroleum-derived plastics and have end-of-life solution for our retail packaging.	Ongoing; progress reported annually
Packaging	NEMO is a How2Recycle partner and utilizes the How2Recycle logo on our retail packaging.	How2Recycle adopted 2021; ongoing
Repair	NEMO-certified repair centers will be available in all markets where products are sold.	Ongoing; progress reported annually
Reporting	NEMO will expand on sustainability policies and targets in our Annual Sustainability Report. The report is published every April and can be found on our <a href="#">Sustainability Page</a> .	First report in 2023; ongoing

# NEMO Equipment Factory Code of Conduct

V11.2020

## **No Discrimination**

Vendors will not discriminate on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group, or ethnic origin. Employment decisions, including but not limited to recruitment, hiring, compensation, promotion, discipline, termination, or retirement, must be based only on qualification and merit.

## **Freedom of Association & Collective Bargaining**

All vendors must respect the legal rights of their employees to free association and collective bargaining. If these practices are locally restricted under law, vendors must allow employees to raise work-related grievances without threat of termination or other penalties.

## **No Forced Labor**

No vendor will use any form of forced or compulsory labor, including bonded service, indentured servitude, or imprisonment.

## **No Child Labor**

Vendors may not hire any worker under 16 years of age, or any worker younger than compulsory school age (if older than 16 years).

## **No Abuse or Harassment**

NEMO does not tolerate abuse or harassment. Vendors must not subject any employees to physical, sexual, or psychological threats or harm.

## **Compensation**

Vendors will meet all local legal requirements for wages and benefits. Vendors must pay at least a minimum wage, or a local industry standard, whichever is higher. Vendors must comply with all applicable overtime compensation laws.

## **Work Hours**

Working hours should not exceed 60 hours per week on a regular basis. All workers are entitled to at least one day off per every seven days worked.

## **Health and Safety**

Vendors must provide workers with a safe, clean, and healthy work environment that complies with all applicable laws and regulations. These standards also apply to residential facilities, if provided by the vendor.

## Tier 1 Supplier List

V4.2023

Country	Name	Address
Cambodia	Gartha International Co., Ltd. KH	Lvea Village, Ang Por Pel Commune Kong Pisey District Kampong Speu Province 05301 Cambodia
Cambodia	Unicorn Recreation Products Co., Ltd. (KH)	No 2 National Road, Phum Kandal Sangkat Rlous, Khan Dangkor Phnom Penh 855 Cambodia
China	Nanjing Weifeng Textiles Ltd.	No.2 Pingan Road, Daqiao Town Jiangdu District Yangzhou City Jiangsu Province China
China	Unicorn Recreation Products Co., Ltd. (CN)	Door No 4, Building 29, JinLian New Economic Industrial Park XinJia Yuan Road, ShuangGang Town, JinNan District TianJin 300350 China
China	Xiamen Feipeng Industry Co., Ltd.	5115 Houxi Blvd Xincun Houxi, Jimei Xiamen Fujian Province 361024 China
China	Yangzhou Jinquan Travelling Goods Co., Ltd.	Baonv Village Yangshou Town Hanjiang District Yangzhou City 225124 China

China	Yunan (Dalian) Tent Manufacturing Co., Ltd.	No. 16 DONGBEIQI Street Economic & Technical Development Zone Dalian Liaoning Province 116600 China
China	Zhejiang Hengfeng Technology Co., Ltd	No. 68 Tongyi Road HangZhou Zhejiang Province 310015 China
China	ZhongShan Jasper Travelling Products Company Ltd.	Jinli Industrial Zone, Sanxin Road 109, Sanjiao Town ZhongShan Guangdong Province 528445 China
Japan	Marutomi Ikarashi Seisakusho Co., Ltd.	1170, Tsukigata, Minami-ku, Niigata Niigata 950-1304 Japan
Korea, Republic of	DAC (Dongah Aluminum Corporation)	DAC (Dongah Aluminum Corporation) 542-3 Gajwa-dong Suh-gu Incheon 404-250 Korea, Republic of
Korea, Republic of	DONG IN ENTECH Co., Ltd.	370-26(7) Daegotbuk-ro, Tongjin-eup Gimpo-Si Gyeonggi-Do 10030 Korea, Republic of
Korea, Republic of	JU YOUNG COMPANY	13, Seohanam-ro 576 beon-gil Hanam-si Gyeonggi-do Korea, Republic of

Korea, Republic of	Osung Duralumin Co., Ltd.	53, Joongang-ro 709 beon-il bulun-myeon, Ganghwa-gun Incheon Korea, Republic of
Korea, Republic of	YUNAN ALUMINUM CO., LTD.	Yunan Aluminum Co., Ltd. 26-1, Daenungri, Daegotmyon Kimpo-City Kyung-Ki-Do Korea, Republic of
Philippines	Dong-In Dawn Patrol Manufacturing Corp.	Mindanao Ave. Phase 2 FAB Mariveles Bataan 2106 Philippines
Philippines	Hudson Outdoor Industrial, Inc.	Bldg. 2, Lots 24 & 38 Efficiency Avenue Subic Bay Gateway Park, Phase 1 Subic Bay Freeport Zone 2222 Philippines
Taiwan	Cathay Consolidated, Inc.	No.6, Dexing 4th Rd. Dongshan Shiang Yilan County Taiwan 26950
Taiwan	Feng Yi Outdoor Leisure Equip. Co.	275, Ke Liao Road Lung Jin Village Lung Ching Dist., Taichung City, 434 Taiwan
Taiwan	Lukang Hand Tools Ind. Co., Ltd. (Prommer)	No. 13-31, Shi Shyh St. Shishyh Village, Fushing Changhua Hsien 506 Taiwan

United States	Easton Technical Products, Inc.	Easton Technical Products, Inc. 5040 Harold Gatty Drive Salt Lake City UT 84127
Vietnam	Federal Bay Industry Joint Stock Company	Phuoc Duc B Hamlet, Phuoc Dong Commune Go Dau District Tay Ninh Province 840000 Vietnam
Vietnam	Peak Outdoor Co. Ltd.	Lot B/B1 Ha Lam-Cho Duoc Industrial Cluster Binh Phuc Commune Thang Binh District Quang Nam Province 560000 Vietnam
Vietnam	Trimmers Hardware Company	Road No. 6, Song Than 3 Industrial Park Phu Tan Ward Thu Dau Mot City Binh Duong Province 75112 Vietnam

## NEMO Equipment Transportation Packaging Standards

Master Carton	L (IN)	W (IN)	H (IN)	Weight (LB)
Min	12	10	3.75	5
Max	37	23	24	50

### Carton Sourcing Checklist

- ✓ 100% Recycled Corrugate, FSC-Certified cardboard, or a combination of both; certification(s) and recycling % printed on box
- ✓ Recycling emblem printed on box as appropriate
- ✓ Carton size and quantities approved by NEMO Supply Chain Team

### Carton Packing Checklist

- ✓ No yellow packaging bands used (prohibited from all NEMO shipments)
- ✓ Maximize carton packing efficiency- minimize dead space
- ✓ Use glue instead of staples for safety & recycling
- ✓ Use 100% Recycled or FSC-Certified cardboard for slash guard use; tape slash guard to carton to ensure it protects goods
- ✓ One SKU per carton

### Polybag Checklist

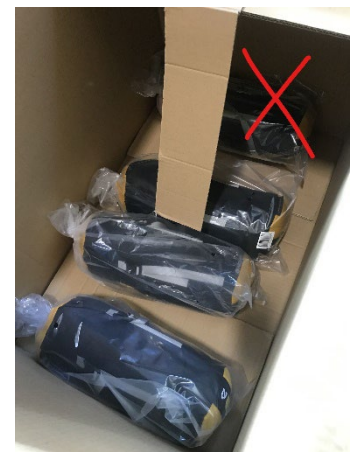
- ✓ Review products with NEMO Supply Chain Team to determine if:
  - No polybags required (all products but sleeping bags)
  - Master carton polybag (sleeping bags only)
  - Individual unit polybag (sleeping bags only)

### If Polybags Approved:

- ✓ Recycled PE, or #2 or #4 clear recyclable plastic film
- ✓ Appropriately sized for product
- ✓ No PVC
- ✓ Hand tied or heat sealed- no tape, twist ties, rubber bands



1 Efficiently packed carton



2 Inefficiently packed carton



3 Prohibited banding