

Superfit Hero LLC - Manufacturing Code of Conduct

Purpose

At Superfit Hero LLC, we are committed to ethical, safe, and environmentally responsible manufacturing practices. This Code of Conduct outlines the social and environmental standards that must be upheld by all manufacturing partners and facilities in our supply chain.

1. Labor Standards

Superfit Hero is committed to upholding the core labor principles defined by the International Labour Organization (ILO). All workers must be treated with dignity and respect.

- No Child Labor: All workers must meet the minimum legal working age. No person under the age of 15 may be employed, and national laws must be followed where higher minimums apply.
- No Forced Labor: Employment must be freely chosen. Workers may not be subjected to coercion, bonded labor, or involuntary prison labor.
- Non-Discrimination: Workers must be hired, compensated, and promoted based on ability and performance, not personal characteristics such as race, gender, religion, sexual orientation, age, or political opinion.
- Freedom of Association: All workers have the right to form or join trade unions and to collectively bargain without fear of retaliation or interference.

2. Fair Remuneration & Working Hours

- Wages must meet or exceed legal minimums and allow workers to meet their basic needs.
- Overtime must be voluntary, paid at a premium, and not exceed legal limits.
- Regular working hours must not exceed 48 hours per week, and workers must receive at least one day off in every seven-day period.

3. Health & Safety

- Facilities must provide a safe, clean, and healthy working environment.
- Employers must ensure proper ventilation, lighting, fire safety, emergency exits, and access to clean drinking water.
- Workers must be trained on health and safety protocols and provided with appropriate protective equipment at no cost.

4. Environmental Responsibility

- All manufacturing partners must comply with applicable environmental laws and regulations.
- Harmful materials must be avoided, and efforts should be made to minimize waste and pollution.
- Superfit Hero partners only with manufacturers who prioritize sustainable materials. Our current factory partner, Quanzhou Jiachang Garments, uses OEKO-TEX certified fabrics that are tested for lead and other harmful substances.

5. Compliance & Oversight

- Our manufacturing partner Quanzhou Jiachang Garments in Fujian, China is certified under two leading international standards:
 - SMETA (Sedex Members Ethical Trade Audit) for working conditions and labor practices.
 - BSCI (Business Social Compliance Initiative) for ethical sourcing, health and safety, and fair labor.
- In their most recent BSCI audit, the factory received an A rating in 11 out of 13 audit categories.

6. Continuous Improvement

We expect our partners to engage in continuous improvement by monitoring internal practices, addressing audit findings, and making measurable progress toward better social and environmental outcomes. Superfit Hero LLC reserves the right to conduct independent audits and request documentation at any time.