Summit Sportswear Code of Conduct

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Summit Sportswear is dedicated to upholding the highest standards and conducting its business with all partners in an ethical and responsible manner. As a licensee of many collegiate institutions, our Code of Conduct is based on benchmarks created by the Fair Labor Association (FLA) and the State of Kansas. We are open to disclosing our business practices with authorized manufacturers and suppliers and insist that all adhere to this Code of Conduct as set forth below. We strive to ensure that our workplace, as well as our contractors' and suppliers', provides a safe and healthy environment for all employees and are compliant with all applicable state, national, and/or global labor laws and regulations. Summit Sportswear expects all its suppliers/contractors to respect this Code of Conduct and to actively do their best to achieve our standards. We also request our suppliers/contractors to be transparent with us in all aspects of the garment production/decorating process.

Wages and Benefits	Summit Sportswear recognizes that wages are essential to meeting its employees' basic needs. Since the company's annual gross income is over $500,000/year, employer will pay hourly employees at least the minimum wage required by local Kansas law and shall provide legally mandated benefits. As mandated by the state of Kansas, all corporate hourly employees will earn a minimum wage of at least $12.00 per hour. Summit Sportswear adheres to the requirement of employee records being kept for a minimum of 3 years. These records include name, address, job description, rate of pay, amount paid during each pay period, and number of hours worked each week.
Hours of Work	Summit Sportswear shall not require workers to work more than the regular and overtime hours allowed by the law of country where the workers are employed. The regular work week shall not exceed 48 hours. Except in extraordinary business circumstances, the total of regular and overtime hours shall not exceed 60 hours. Employers shall not request overtime on a regular basis and all overtime work shall be consensual. Employees are allowed 1 day (24 consecutive hours) off in every seven-day period.
Overtime Compensation	In the state of Kansas, all corporate employees are entitled to overtime pay at 1.5 times an employee's regular pay for any hours worked exceeding 40 hours in one week.
Forced Labor	No person shall be used in any form of forced labor including prison labor, indentured labor, bonded labor or otherwise.
Child Labor	Summit Sportswear will not employ any person at an age younger than 15 or younger than the age for completing compulsory education, whichever is higher.

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Non-Discrimination	No employee shall be discriminated against employment or occupation on the grounds of individual's sex, race, gender, religion, national origin, ancestry, sexual preference, pregnancy, disability/disease or age.
Harassment or Abuse	Every employee will be treated with the utmost respect and dignity. No employee will be subject to physical, sexual, psychological, or verbal harassment/abuse. Summit Sportswear will not tolerate any humiliating or corporal punishment of our employees.
Employment Relationship	Summit Sportswear shall adopt and adhere to rules and conditions of employment that respect their workers and secure their rights under national and international labor and social security laws and regulations.
Health and Safety	Summit Sportswear will provide a working environment that is safe and healthy in order to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the company.
Freedom of Association and Collective Bargaining	Summit Sportswear recognizes and respects the rights of employees to have freedom of association and collective bargaining.
Women's Rights	Female employees shall receive equal benefits, treatment, evaluation of the quality of work, and opportunity to fill positions as male employees.