

econscious

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Workplace Code of Conduct: The health and well-being of our natural and social environments is the cornerstone of the **econscious** mission. We make every effort to utilize materials and processes that minimize the impact that we have on the planet as well as the health and safety of those who make our products. **econscious** vendors, subcontractors, suppliers, and business partners agree in writing with our workplace standards and the applicable laws of the country of manufacture, as well as to the monitoring of such compliance.

Forced Labor: There shall be no use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise. Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employment after a reasonable notice.

Child Labor: Child labor shall not be used, no person shall be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

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.

Nondiscrimination: No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion or ethnic origin.

Health and Safety: Employers shall provide a safe and healthy working environment 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 employer facilities.

Freedom of Association and Collective Bargaining: Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Wages and Benefits: Employers recognize that wages are essential to meeting employees basic needs. Employers shall pay employees, 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.

Hours of Work: Workers shall not, on a regular basis, be required to work more than 48 hours per week; and shall be provided with at least one day off for every 7 day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

Documentation and Inspection: Contractors maintain on file all documentation needed to demonstrate compliance with this code of conduct and local laws, agrees to the right for **econscious** or its designated monitors to inspect these documents; and agrees to submit to inspections with or without prior notice.