

## **TREW Gear Code of Conduct**

All our suppliers have to follow and sign the Code of Conduct and must ensure that all individuals involved in production also observe the Code of Conduct. To control that the factory follow our Code of Conduct, we make regular visits to every year. This entails working closely with the management and operators during our production, a physical inspection of the factories, as well as the control of documents concerning wages, benefits, insurance, working hours, and wages receipts.

TREW's Code of Conduct defines labor standards that aim to achieve decent and humane working conditions. Our standards are based on the eight fundamental conventions as identified by the International Labor Organization (ILO).

TREW Gear may appoint a maybe of the senior management whose sole responsibility is to ensure the requirements of this Code of Conduct are met.

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### **Legal Requirements**

Suppliers must, in all their activities, follow the national laws in the countries where they are operating. Should any of the following requirements be in violation of the national law in any country or territory, the law should always be followed.

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### **Employment Relationship**

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

### **Nondiscrimination**

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

### **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.

### **Force Labor**

There shall be no use of forced labor, including prison labor, indentured labor, bonded labor, or other forms of forced labor.

### **Child Labor**

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

### **Freedom of Association and Collective Bargaining**

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

### **Health, Safety and Environment**

Employers shall provide a safe and healthy workplace setting 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's facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

### **Hours of Work**

Employers shall not require workers to work more than the regular and overtime hours allowed by the law of their country where the workers are employed. The regular workweek shall not exceed 48 hours. Employers shall allow workers at least 24 hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

### **Compensation**

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provides some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law of contract.

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**TREW, INC. expects all Suppliers to respect this policy.**

**We will not compromise about the fundamental demands for safety, human rights, and prosperity. We reserve the right to unannounced visit all factories where our products are produced, at any time. If we find a supplier that is not complying with the requirements in our policy and if improvements are not made within an agreed period of time, we reserve the right to terminate our contract.**