



BOODY[®]

THE BOODY
CODE OF CONDUCT



Boody Supplier Code of Conduct

Boody Australia Pty Ltd

Code of Conduct for Manufacturing Partner

Our approach to ethical sourcing and production is critical to Boody and aligned to our core purpose, “to champion a future fit for all”. Boody’s Code of Conduct defines our expectations across all of our manufacturing partners to meet ethical manufacturing requirements so that the workers and the environment are respected and cared for. Boody aligns with manufacturing partners who are engaged in their local communities in promoting social and environmental development as well as adhering to and championing best practice ethics and human rights.

This code sets minimum standards that all Boody manufacturing partners are expected to meet. All aspects of production are covered, from the source of supply to finished garment, and everything in between.

The standards set out in this document are based on well-respected and recognized international standards, including that of the International Labor Organisation, United Nations Universal Declaration of Human Rights, and industry best practises. Our Code applies equally to every level of our supply chain from farm to garment factory, including all subcontractors.

Respect



Legal Requirements

Manufacturing Partners must comply with all applicable local laws in the country in which they operate. This includes those at the federal, state/provincial and local community levels.

Child Labour

No person will be employed who is younger than 15 years of age or the age for compulsory education in the country of manufacture, whichever is higher. Juvenile workers (under 18) must not be exposed to hazardous, unsafe or unhealthy working conditions or materials. Adequate protection against these hazards should be provided to all workers, juvenile or adult, so their health and safety is never compromised.

Forced Labour

There will be no use of forced labour, whether in the form of prison labour, indentured labour, bonded labour, slave or other forms of forced labour, nor labour engaged through human trafficking. All workers are to have control of their own citizenship and travel documents at all times and are guaranteed full freedom of movement.

Non Discrimination

Manufacturing Partners will employ workers on the basis of their ability to effectively do the job they are hired for only. They are not to discriminate against any aspect of the employment based on race, gender, colour, religion, age, disability, sexual orientation, ethnicity, disability, nationality, political opinion, social or ethnic origin, union membership, marital status, pregnancy, service in the military, or any other classification protected by local, national and international law in their hiring and employment practices at any stage of the employment relationship.

Freedom of Association

Manufacturing Partners recognise and respect the right of employees to engage, associate, organise and collectively bargain without fear of harassment, interference or retaliation.

Manufacturing Partners must develop effective, respectful and transparent grievance mechanisms to raise and resolve disputes, complaints and ensure effective communication between employees, their representatives and management.

Fair



Coercion and Harassment

Manufacturing partners must treat all workers with respect and dignity. Manufacturing partners must not use corporal punishment or any forms of coercion. There should be no forms of abuse including physical, verbal, or psychological abuse. There will be no engagement in any forms of harassment, including sexual harassment.

Manufacturing partners should have a written system of progressive conflict resolution. For example, there should be a clear path of escalation starting with verbal warning through to termination.

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

Working Hours

Manufacturing partners will comply with working hour limits for regular and overtime work as established by the law of the country where the workers are employed. Regular working hours in 1 week should not exceed 48 hours or the maximum allowed by local applicable laws, whichever is less. Employees are to be given at least one (1) day off in every seven (7) day period.

All overtime work shall be consensual. Overtime should not be requested on a regular basis and compensation at a fair agreed rate applied for all overtime work. Regular and overtime hours worked in a week should not exceed 60 hours or the maximum allowed by the law of the country of manufacture, whichever is less.

Wages and Benefits

Boody seeks and favours suppliers who progressively raise employee living standards through improved wage systems, benefits, welfare programs and other services, which exceed legal requirements and enhance quality of life.

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's and their family's basic needs and provide some discretionary income.

Employers shall pay wages which equal or exceed 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 and/or contract.

Where compensation does not meet workers' basic needs and provide some discretionary income, each supplier shall strive to progressively realise a level of compensation that does.

No monetary deductions shall be permitted for disciplinary action.

Compensation should be timely paid and provide legally mandated benefits as per standard legal practice in the supplier's country, including holidays and leave, and statutory severance when employment ends.

In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate by at least 125%.

Safe

Health and Safety

Manufacturing partners will provide a safe and healthy work environment, ensuring proper health and safety management, building and fire safety, the safety of machinery and equipment, access to potable water and suitable sanitary facilities. Facilities will have adequate ventilation, circulation and lighting. There is to be a safe handling procedure in place for chemicals and water filtration after dyeing and washing. The same standards are to be applied if living facilities, dining facilities or childcare are provided for workers.

The employer shall take a proactive approach to health and safety by implementing policies, systems and training designed to prevent accidents, injuries and protect worker health.

Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

Pre-approved Subcontractors

All subcontractors must be disclosed to Boody prior to production and all subcontractors and facilities must be pre-approved by Boody. Any subcontractor must be in compliance with this Code of Conduct and each factory is responsible for ensuring its subcontractors' compliance.

Environmental Protection

Manufacturing partners are to have written policies and procedures in place to manage and minimise their environmental impacts. This includes resource consumption, as well as water use and air emissions, and should also include proper handling and disposition of hazardous materials.

Manufacturing partners must comply with all applicable environmental laws and regulations where they do business, and monitor, control and treat emissions and discharges generated from operations in accordance with local regulations.

Manufacturing partners should disclose their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of wastes to Boody whenever requested.

Apart from complying with all applicable local environmental laws, production partners should work to maintain the certifications listed in the Boody Supplier Manual which will go beyond applicable environmental laws. A summary of those important metrics is listed below:

- Water is valued
- Waste is minimised and handled properly
- Energy and carbon are minimised
- Air emissions impact is minimised
- Chemicals are properly managed

All required permits and records must be up to date and copies of all permits, authorisations, and applicable laws, regulations and standards must be on file at the factory and available to share with Boody at all times.

Traceability

Boody requests that all manufacturing partners map and continuously track and monitor all locations in all levels of their supply chain to the best of their ability and resources. It is Boody's expectation that, upon request, manufacturing partners will share information into the owned and/or subcontracted farms, mills, plants, factories and other sites that are involved in the production of Boody products.

Community

Manufacturing partners are encouraged to engage in their communities by volunteering time and/or providing other social and environmental development and/or training.

Active



The Code is Fully Implemented

As a condition of doing business with Boody, the supplier shall implement and integrate this Code into its business. The supplier shall post this Code, in the language(s) of its employees in all major workspaces, train employees on their rights and obligations as defined by this Code and applicable country law; and ensure the compliance of any sub-suppliers producing Boody branded or affiliate products.

Monitoring and Compliance

Manufacturing Partners must allow Boody and designated agents access to all workers, facilities including manufacturing and working housing facilities, and all relevant documents to confirm compliance with this Code of Conduct. This should be granted with or without notice provided in advance.

Continuous Improvement

All manufacturing partners shall take necessary corrective actions to promptly remediate any non-compliance and strive for long term continuous improvement. Boody reserves the right to terminate business relationships with any Supplier who is unwilling or ultimately unable to comply with the Code.