

Feetures Code of Conduct

Feetures is committed to encouraging fair, safe, and non-discriminatory working environments for the workers making our products. The following Code of Conduct lays out a set of principles and values Feetures believes in and defines expectations for doing business with Feetures. Our standards are based on International Labour Organization (ILO) principles, amfori BSCI, and other internationally-accepted fair labor practices. Suppliers must comply with all applicable laws and regulations and are advised to adopt greater fair labor practices into their business operations than applicable laws and this code minimally requires

Feetures suppliers agree to the following requirements:

Transparency and Ethical Business Practices:

All suppliers are expected to commit to the early detection, monitoring, and remediation of any failures in their supply chain audits and remain open to constructive engagement with stakeholders who are genuinely concerned with social compliance. Suppliers shall keep accurate information regarding their activities, structure and performance and should never falsify this information. Furthermore, suppliers must maintain open and forthright communication with Feetures and provide, upon request, complete and accurate records, including payroll and employee records.

Suppliers will not be involved in any act of corruption, extortion or embezzlement, nor in any form of bribery, including but not limited to, the promising, offering, giving or accepting of any improper monetary or other incentive.

These guidelines must be posted in the language(s) of employees in all major workspaces and residential facilities, and employees must be trained on its contents. Suppliers should take specific steps to make workers aware of their rights and responsibilities.

Non-Discrimination:

Suppliers will treat all people with respect, fairness, and dignity. They will ensure equal opportunity and must not discriminate during employment-related decisions (such as hiring, recruitment, compensation, benefits, wage policy, access to training, promotion, discipline, retirement, or termination) on the basis of race, age, color, gender, gender identity or expression, sexual orientation, birth, religion, pregnancy, family responsibilities, language, national origin, political affiliation or opinions, disability, illness or

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diseases, marital status, workers' membership or any other legitimate organizations, race, caste, social background or group, migration status, ethnic origin, nationality, or any other characteristic that could contribute to discrimination.

Non-Harassment and No Harsh or Inhumane Treatment:

Suppliers are expected to treat every employee with dignity and respect and create an environment free of abuse and harassment. Employees shall not be subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion, psychological or verbal abuse, sexual harassment or abuse, or any other intimidation and harassment including as disciplinary tactics. They must not utilize monetary fines or penalties as a form of discipline and all disciplinary procedures must be established in writing and are to be explained verbally to workers in clear and understandable terms.

Freely Chosen Employment:

Suppliers shall ensure freedom of employment and shall not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labor. Workers must maintain freedom of movement and personal identification documents, the right to leave work, and freely terminate their employment provided that workers give reasonable notice to the employer. There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of adults or children, serfdom, or debt bondage.

All fees and costs associated with hiring workers will be paid for by the supplier.

Freedom of Association and Collective Bargaining:

All suppliers must respect employees rights to collectively bargain and freely associate. If rights to freedom of association are restricted under local law, suppliers must develop and put in place procedures that permit employees to raise and address workplace grievances confidentially, anonymously, and/or directly, without fear of reprisal or retaliation. Suppliers may not interfere with employee association and shall not use any form of penalty or threat against employee representatives or workers seeking to collectively bargain and/or freely associate.

Reasonable Hours of Work:

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Suppliers are expected to comply with local, national, and international protocols to schedule work obligations. Workers must not work more than local and overtime laws permit and the regular workweek will not exceed 60 hours per week or the legal restrictions on regular and overtime hours, whichever is less, except under extraordinary circumstances.

The use of overtime is meant to be exceptional, voluntary, paid at a higher rate that must meet or exceed legal minimum and/or collective agreements and/or industry benchmark standards and shall not represent a significantly higher likelihood of occupational hazards. Employees have the right to resting breaks every working day and for every 6 days worked, a minimum of 24 hours of rest will be provided to workers unless exceptions defined by collective agreements apply.

No Exploitation of Child Labor:

Suppliers must follow local law regarding hiring age, unless that age is under 15, whereby suppliers must not employ, directly or indirectly, children younger than the age at which their compulsory education is complete, and proof of age documentation must be obtained. Children under 18 years of age will not be permitted to engage in work which is likely to harm their health, safety, or morals and shall be protected from working overtime shifts and/or night shifts.

Special care is to be taken on the occasion of the dismissal of children, as they can move into more hazardous employment. In removing children from the workplace, business partners should identify in a proactive manner, measures to ensure the protection of affected children.

Wages and Benefits:

Suppliers are required to abide by all legal requirements on compensation that, at the very least, comply with legally mandated minimum standards, industry standards approved on the basis of collective bargaining, or the recognized prevailing wage, whichever is highest.

All employees will receive wages that should be enough to meet basic needs, provide a decent living for themselves and their families, reflect the skills and education of the workers, and shall refer to regular working hours.

Wages and benefits must be provided in a timely manner, regularly, and fully in legal tender. This includes any premiums for overtime work, as well as any other allowances or benefits, including any mandatory social insurance, required by local law.

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All workers shall be provided with written and understandable information about their employment conditions in respect to wages and benefits before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

Health and Safety:

Suppliers will comply with all relevant, legally mandated standards for workplace health and safety in the countries and communities in which they are located or with international standards where domestic legislation is weak or poorly enforced. Suppliers must provide a safe, clean, and healthy work environment with access to clean washroom facilities, eating and resting areas, cooking and food storage areas, and potable water.

There must be reasonable measures to prevent accidents and health injuries that arise out of known hazards due to the operation of the facility and systems in place to detect, assess, avoid and respond to potential threats to the health and safety of workers, including allowing workers to exit the workplace when there is foreseeable danger without requesting permission. In the case of an accident, suppliers will seek improving workers protection including through compulsory insurance schemes. Vulnerable individuals such as, but not limited to, young workers, new and expecting mothers and persons with disabilities, shall receive special protection.

Suppliers shall maintain accurate and up to date records on all necessary permits or certifications and train employees on health and safety topics including: chemical management; fire safety; evacuation procedures; machine safety; waste disposal; sanitation; and vehicle inspections. Suppliers must provide all necessary first aid equipment, personal protective equipment, adequate occupational medical assistance and related facilities, and acceptable heating, ventilation, air condition systems free of charge.

All these standards will apply to residential facilities, where they are offered.

Environment and Community:

Suppliers must implement adequate measures to prevent or minimize adverse effects on the community, natural resources, and the overall environment. They are required to comply with all relevant environmental laws and regulations, including those in regards to water and air emissions and for storing, handling and using chemicals. All necessary permits, including for chemicals that are legally restricted or regulated, must be acquired and suppliers will conduct operations in compliance with those

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permits. They are expected to manage all output waste streams including solid waste, wastewater, air emissions and chemical streams and dispose of all in accordance with all applicable legal requirements.

Additionally, they must begin or continue to mitigate negative impacts that their facilities have on the environment and surrounding communities and are encouraged to improve the well-being of employees, their families, and the communities in which they operate.