



Supplier Code of Conduct

Amble is committed to conducting business in an ethical and legal manner that protects workers and the environment. All our suppliers must commit to adhering to our Code of Conduct. Amble's Code is based upon the foundations of the International Labour Organisation.

LAW AND CODE COMPLIANCE

Our suppliers are expected to comply with and will be monitored to all relevant and applicable laws and regulations of the country in which workers are employed including those at the national and state/provincial levels, our Supplier Code of Conduct, and where applicable, Collective Bargaining Agreements.

WORKING HOURS

Suppliers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours or the maximum allowed by the law of the country of manufacture, whichever is less. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime hours on a regular basis. The sum of regular and overtime hours in a week shall not exceed 60 hours or the maximum allowed by the law of the county of manufacture, whichever is less. (ILO Convention 1)

CHILD LABOUR

Our suppliers shall comply with: the national minimum age for employment; or the age of completion of compulsory education; or any otherwise specified exceptions; and shall not employ any person under the age of 15, whichever of these is higher. If, however, local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention 138, this lower age may apply. Our suppliers shall not recruit child labour nor exploit children in any way. Our suppliers shall not employ young workers under 18 years of age at night, or in conditions which compromise their health, their safety or their moral integrity. Factories must maintain proof of age documentation for all employees. (ILO Convention 138 and 182)

FORCED LABOUR

All work must be conducted on a voluntary basis, and not under threat of any penalty or sanctions. There shall be no use of forced labor, including prison, indentured, bonded, slave or other forms of forced labor. Acts of human trafficking are also prohibited. Employees must be free to move about the workplace and free to leave when desired. Factories must not restrict or limit in any way employee access to religious facilities, toilets, or drinking water.

Withholding of employees' personal documentation, such as passports or work permits, is prohibited. Workers are free to leave their employer after reasonable notice. Suppliers are required to monitor any third party entity which assists them in recruiting or hiring employees, to ensure that people seeking employment at their facility are not compelled

to work through force, deception, intimidation, coercion or as a punishment for holding or expressing political views. (ILO Conventions 29, 105, 182)

NON-DISCRIMINATION

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse or to monetary fines or embarrassing acts as a disciplinary measure.

Workers must not suffer any form of harassment or discrimination in their employment on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin. All employment decisions must be made based on the principle of equal employment opportunity, and shall include effective mechanisms to protect migrant, temporary or seasonal workers against any form of discrimination. (ILO Conventions 100 and 111)

FREEDOM OF ASSOCIATION & THE RIGHT TO COLLECTIVE BARGAINING

Workers must be free to join organisations of their own choice. Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. If the right to freedom of association and collective bargaining is restricted under law, the employer must facilitate the means for independent and free association and bargaining.

All suppliers must develop and fully implement effective grievance mechanisms which resolve internal industrial disputes, employee complaints, and ensure effective, respectful and transparent communication between employees, their representatives and management. (ILO Conventions 87, 98 and 135)

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 labour and social security laws and regulations.

SUBCONTRACTING

Amble does not permit subcontracting without prior written approval. All samples and bulk production orders must be placed within facilities that have been pre-approved by Amble, without exception.

WAGES

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. Workers must be provided with appropriate information in their language of understanding, about their employment conditions in respect to wages before they agree on employment. Disciplinary measures around wages such as deductions shall not be permitted. (ILO Conventions 26 and 131)

OVERTIME WAGES

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%. (ILO Convention 1 and 30)

HEALTH & SAFETY

Suppliers shall provide a safe and healthy workplace 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 employers' facilities. 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. (ILO Convention 155)

All suppliers must comply with local laws and regulations related to fire protection, electrical and structural safety at their offices and production facilities. Emergency exits must be unlocked during working hours, aisles and exits must be kept clear, and exits and evacuation routes must be sufficient to allow workers to exit safely.

ENVIRONMENT

Suppliers shall maintain written environmental policies and standards and must comply with all applicable environmental laws in the country of business, including adhering to all legal requirements for the management of any waste generated or hazardous chemicals.

ANIMAL WELFARE

Suppliers must respect animal welfare and progressively adopt healthy and humane practices towards animals based on best available technology and standards.

QUALITY

Factories must have a clearly documented quality system and quality improvement plan. That system must include reliable "in process" and final finished goods audits and procedures that meet Amble's quality standards. These audits must be performed by a trained QA staff person provided by the factory. The QA staff person must be granted the autonomy and support they need in order to provide an unbiased report on the quality of every shipment of finished goods.

CONTACT US

Amble would like to know if any of our suppliers are violating any of these codes. Please email us at hello@ambleoutdoors.com.au in your local language. All information we receive will be kept in strict confidence and your identity protected.

THIS CODE OF CONDUCT MUST BE POSTED WITHIN THE FACTORY IN A CONSPICUOUS, FREELY ACCESSIBLE AREA IN THE LOCAL LANGUAGE(S) OF THE EMPLOYEE.

The supplier acknowledges if Amble finds the supplier to be non compliant on any terms they will work with them to implement a corrective action plan to remedy the problem. Failure to improve will result in Amble seeking new manufacturing partners.

Supplier:

Contact Person:

Date:

Signature: