



Code of Conduct Agreement

At Vantage Apparel, we are committed to:

- A standard of excellence in every aspect of our business;
- Ethical and responsible conduct in all of our operations;
- Respect for the rights of all individuals; and
- Respect for the environment.

The purpose of this Code is to establish a standard of performance, to educate, and to encourage commitment to responsible manufacturing to which we are committed. Vantage and its suppliers confirm to the commitments below:

Child Labor	Vantage and its Suppliers will not knowingly use child labor in any stage of manufacturing. The term “child” refers to a person younger than 15 (or 14 where permitted by local law), or, if higher, the local legal minimum age for employment or the age for completing compulsory education.
Involuntary Labor	Vantage and its Suppliers will not use any forced or involuntary labor, whether prison, bonded, indentured or otherwise. Workers are free to leave once their shift ends, and guards are posted for normal security purposes.
Coercion and Harassment	Vantage and its Suppliers will treat each employee with dignity and respect, and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.
Nondiscrimination	Vantage and its Suppliers will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.
Free Association	Vantage and its Suppliers will respect the rights of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference.
Workplace Safety	Vantage and its Suppliers will provide employees with a safe and healthy workplace, ensuring at a minimum, reasonable access to potable water and sanitary facilities, fire safety, exits that are accessible at all times, adequate lighting and ventilation, meeting or exceeding applicable local laws and regulations concerning all aspects of sanitation and risk protection.
Compensation	Vantage and its Suppliers recognize that wages are essential to meeting employees’ basic needs. We will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits.
Hours of Work	Except in extraordinary business circumstances, employees shall not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours overtime and be entitled to at least one day off in every seven day period.
Overtime Compensation	In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.
Environmental Laws	Vantage and its Suppliers will comply with all applicable environmental laws and regulations.
Other Laws	Vantage and its Suppliers will comply with all applicable laws and regulations, including those pertaining to the manufacture, pricing, labeling, sale and distribution of merchandise, including local and national codes, rules and regulations, applicable treaties and voluntary industry standards.
Subcontracting	Vantage does not permit the use of subcontractors for the manufacture of merchandise or components. Eligible subcontractors may request consideration for approval based on compliance with Vantage’s supplier pre-qualification guidelines.
Publication	Vantage and its Suppliers will take appropriate steps to ensure that the provisions of this Code of Conduct are communicated to employees, including the prominent posting of a copy of this Code of Conduct, in a place readily accessible to employees, in the local language, at all times.