

# Hernest Supplier Code of Conduct

## Background

At Hernest, we understand that we have one planet to call home and we believe that it's worth taking care of. We also know the apparel industry is a big contributor to our environmental crisis and social injustice. We want to do things differently and influence change in our industry by changing the world through our business practices.

The majority of impacts in apparel happen throughout the supply chain rather than from direct operations. For example, the majority of carbon emissions occur from the extraction of raw materials and from transportation of materials to manufacturers to customers. Other common concerns in the apparel supply chain include ensuring workers earn a living wage and that their basic human rights are respected. Sustainability has been at the core of every piece, every detail and it was central to everything we do.

We believe that our ability to achieve our vision depends on the relationships we have with our suppliers. We partner with suppliers who hold similar visions of sustainability, transparency, and continuous improvement throughout their own supply chain. Hernest's Code of Conduct outlines the expectations we have of ourselves and our partners.

All of our partners are expected to meet or exceed the practices set in our Code of Conduct. We understand that meeting our expectations will be a work in progress and we will collaborate with our partners to strive for continuous improvement.

The following international frameworks guided this code:

- [Universal Declaration of Human Rights](#)
- [UN Global Compact](#)
- [ILO International Labour Standards](#)
- [GSCP Social Labour Management Systems for Suppliers](#)

## Compliance Expectations

We expect all Hernest manufacturing partners including, agents, vendors, manufacturers, factories and subcontractors to accept and align with our Code of Conduct. All of our suppliers are expected to comply with this Code and applicable laws and participate in verification and monitoring. When differences or conflicts in standards arise, suppliers are expected to comply with the highest standard that is, when applicable, the most in favour of the employees.

### **Employment Legislation**

Employers shall implement and align with employment regulations and conditions that respect workers and, at minimum, protect their rights under local, national, and international labour and social security laws and regulations.

### **Forced Labour**

Employers shall not engage in, support or tolerate forced labour. All workers shall enter into employment voluntarily and may terminate employment with reasonable notice. Acts of slavery or human trafficking are prohibited. Employers shall monitor any third-party's hired to recruit employees and ensure that no fees or related costs are charged (directly or indirectly, in whole or in part) to applicants and workers for services directly related to recruitment that may lead to situations of forced or compulsory labour. No personal documents or any valuable possessions, such as identity or immigration papers, work permits or travel documents shall be confiscated, retained, nor shall workers be required to lodge them with the employer and/or recruiter.

### **Child Labour**

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher. Workers under the age of 18 shall not perform work which, by its nature or the circumstances would likely compromise their health, safety or morals. Age verification mechanisms shall be established for all workers and valid age verification records shall be maintained.

### **Freedom of Association**

Workers have the right to join or form trade unions or other worker organisations of their own choosing - or refrain from doing so - and to bargain collectively in accordance with applicable national legal requirements. Suppliers shall not inhibit or block such legitimate activities. All employers must develop effective, respectful, and transparent grievance mechanisms to resolve disputes, complaints and encourage effective communication between employees, representatives and management.

### **Discrimination and Harassment/Fair treatment of Workers**

Equal opportunities and treatment in employment and occupation must be respected. Suppliers may not discriminate in any way during the employment relationship including recruitment, hiring, compensation, benefits, work assignments, access to training, promotion, termination, or retirement on the basis of gender, race, religion, sexual orientation, color, national origin, age, physical or mental disability, medical condition, political opinion, union affiliation, social group, marital status, pregnancy or any other classification protected by

local, national, and international law. Employment terms and conditions shall be based on the principle of equal opportunity and shall include effective mechanisms to protect migrant, temporary or seasonal workers from any form of discrimination.

All employees shall be treated with respect. Any physical, sexual, psychological or verbal harassment or abuse shall not be tolerated.

### **Occupational Health & Safety**

Safe, healthy and clean conditions shall be provided in all workplaces, worker accommodations, and other facilities as provided or mandated. All members of the facility shall receive effective health and safety training in a timely manner and on a regular basis, as required to carry out the duties and responsibilities of the job. Trainings shall take place during remunerated working hours. Our suppliers must provide appropriate and effective personal protective equipment as needed. All suppliers must comply with applicable laws of the countries in which they operate regarding work environment, sanitation and safety.

### **Building Safety and Emergency Preparedness**

Our suppliers shall provide adequate documented emergency and fire safety procedures, including in worker accommodation and other facilities as provided or mandated. All employees shall be trained on emergency and fire safety procedures. Fire exits, escape routes, firefighting equipment and fire alarms shall be properly marked according to national and industry standards. Suppliers shall ensure that fire exits and escape routes are open, accessible and clear of obstacles so as to permit safe evacuation in case of an emergency.

### **Wages and Benefits**

We look for and favour 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.

### **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. Overtime shall not

exceed twelve hours per week or the maximum allowed by the law in the country of manufacture. All overtime work shall be agreed upon by the supplier and the employee.

### **Business Ethics**

The facility shall prohibit any involvement in any act of corruption, extortion, embezzlement, nor in any form of bribery - either directly or indirectly. The facility shall not falsify any information regarding their activities, structure and performance and is not involved in any act of misrepresentation in the supply chain.

### **Environment**

Suppliers shall maintain written environmental policies and standards and must comply with all applicable environmental laws, our Supplier Code of Conduct, and agree to be monitored separately for environmental responsibility. Factories shall continuously monitor, and disclose to Hernest, their energy and water usage, emissions, discharges, carbon footprint and disposal of wastes. Suppliers shall take a progressive approach to minimize negative impacts on the environment.

### **Subcontracting**

Hernest does not permit unauthorized subcontracting. Suppliers must not engage any subcontractor to perform work for Hernest products without prior written approval. All facilities must be pre-approved and have agreed to comply with this Code.