

Threads 4 Thought

BRAND CODE OF ETHICS

At Threads 4 Thought, we know that every piece of clothing we make has an impact and we are committed to reducing that impact on our environment & communities where we live & work.

Our success has been built on our relationships with our supply chain and our customers. Every Threads 4 Thought supplier is evaluated on & must meet or exceed the guidelines that are laid out in our Supplier Code of Conduct. We partner with each of our suppliers to continuously improve & we consistently evaluate & monitor their performance both internally & via 3rd party audits. While we are a global brand, with supply chains throughout the world, we are committed to applying these core principles across all aspects of our business.

LABOR:

Nondiscrimination

Threads 4 Thought suppliers must not discriminate at any stage of employment on the basis of age, medical condition, race, religion, gender, sexual orientation, political affiliation or opinions, mental or physical disability, union or group affiliation, heritage, pregnancy or any other classification that is protected. All employees are to be treated with dignity & respect. All suppliers are expected to refrain from any type of physical, psychological, verbal or sexual harassment or abuse of any kind.

Forced Labor & Child Labor

Threads 4 Thought will not tolerate any forced labor or child labor. Any supplier found to be in violation of this standard will be giving up their right for a continuous improvement assessment. Suppliers are expected to employ individuals who are their of their own free will & meet the legal working age within the country of manufacture.

Freedom of Association

All factory partners must develop an effective system for worker grievances & disputes. Workers must be allowed to associate themselves with groups without the fear of negative repercussions.

Employment Relationship

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

Hours of Work

Threads 4 Thought requires all factories to work within the locally regulated working hours and overtime hours. A regular work week will not exceed 44 hours or the maximum number of hours that are allowed by local law. All workers will be allowed at least 24 hours of rest for

each weekly period of work. All overtime work will be consensual & free from any repercussions if employee declines to work overtime. Overtime shall not be requested on a regular basis & work weeks including overtime hours will not exceed 60 hours. All workers have a right to fair compensation for their regular work week & compensation should be sufficient to meeting the basic needs of workers.

Health & Safety

Threads 4 Thought suppliers must provide all employees with a safe, healthy and clean workspace. Factories must comply with all applicable laws as well as operate within our brand standards for Health & Safety. Factories that provide employee housing must ensure that these quarters are safe, comfortable & have adequate facilities for bathing & personal needs.

Environment

Threads 4 Thought does business with suppliers that have a shared sense of urgency about that need to preserve our planet.

Material Sourcing

Our factories must only use only certified & designated raw materials & components for the production of our products. Threads 4 Thought is committed to sourcing recycled & organic content whenever possible & choosing our manufacturing partners based on their ability to lead in this area.

Water Use:

We work with suppliers that demonstrate a willingness & ability to pioneer water reduction methods within the garment production process. We work with each of our suppliers on plans for water use, land units & chemical management.

Legal:

All factories must comply with all local environmental laws & regulations. In addition, we expect that all of our factories join us in innovating new ways to manufacture products that limit the impact those products have on our environment.

Community

Threads 4 Thought works to partner with suppliers that engage with their local communities. We encourage our suppliers to invest in the local communities in which we work from social programs to education.

GENERAL

Transparency

Threads 4 Thought maintains that suppliers must be fully transparent in all areas of their business & manufacturing steps. We expect full cooperation with onsite inspections as well as the maintenance of all accurate documentation that is needed to demonstrate compliance with our standards.

Continuous Improvement

Threads 4 Thought subscribes to the model of continuous improvement. If there are any violations of the standards that we set forth, our first course of action would be to work with the vendor to become compliant in whatever area fell short of our standard. If the supplier is unwell or unable to comply with the standards set forth, we would then at that time look to exit the supplier relationship.

Unauthorized Subcontracting

Threads 4 Thought forbids unauthorized subcontracting of any kind. Suppliers will not subcontract out any part of the production process without prior written approval & only after the subcontractor has also agreed to abide by our standards.