

THE HURWITS INTERSOCKS CODE OF CONDUCT

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www.intersocks.com

Supplier Code of Conduct

The Intersocks Group is a world-leading socks developer and marketer, specialised in high-tech, quality technical socks. Our unmatched ability in the production, development and branding of sports and outdoor socks is attributed to over thirty years of unrivalled experience, passion and knowledge within the industry.

As an international acting company, the assurance of and adherence to Human Rights, Core Labour Standards of the International Labour Organisation, OECD Guidelines and applicable national laws is our entrepreneurial responsibility for all who take part with their work and who are the reason behind our success. Nobody who works with or for Intersocks should get damaged physically or psychologically.

Intersocks is demonstrating its commitment by implementing the SA8000 Management System and its certification. For all our business partners these ethical standards are binding as well. Therefore this Supplier Code of Conduct is the base for our business relations.

All business partners (suppliers, their suppliers and sub-suppliers in the following named "the company") are contractually bound and obliged to recognize and implement the following rules and standards.

Social Accountability Requirements

The standards are applicable to all persons working in the company (in the following named "employees"). Statutory regulations and internal rules and guidelines which specify these standards must be disclosed, and everyone informed in a comprehensible manner. The respective rights must not be restricted either by contract or any other form such as contract placing, fake training schemes etc.

1. Ban of Child Labour

The company shall not engage in or support the use of child labour and may only employ people above the age of 15 (or who have completed their 14th year in accordance with ILO Convention 138) or older in those cases specified by national statutory regulations.

Any form of exploitation of children is forbidden. Working conditions resembling slavery or harmful to children's health are forbidden. The rights of young workers must be protected.

The company may employ young workers, but where such young workers are subject to compulsory education laws, they may work only outside of school hours. Under no circumstances shall any young worker's school, work and transportation time exceed a combined total of 10 hours per day, and in no case shall young workers work more than 8 hours a day. Young workers shall not work during night hours.

In the event that children are found to be working in situations which fit the definition of child labour above, policies and written procedures for remediation of children found to be working shall be established and documented by the supplier company. Furthermore, the supplier company shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child.

- In accordance with ILO Conventions 10, 79, 138, 142 and 182 and Recommendation 146.

2. Ban of Forced and Compulsory Labour

Employment must be voluntary. All employees must have the right to leave the workplace premises after completion of the standard workday. Overtime must be voluntary and employees must not be forced or pressured to work overtime. Overtime has not to be demanded on a regular basis.

Employees have to be free to terminate the work contract after giving appropriate notice to the employer.

No employee may be forced to work either with penalties or against his/her will or with restrictions on his/her mobility. This also includes a ban on measures such as withholding original identification

documents, any part of any personnel's salary, benefits, property, or creating other obligations which pursue the objective to force the employees to continue working for the company.

Neither the company nor any entity supplying labour to the company must engage in or support the trafficking in human beings.

- ILO Conventions 29 and 105 are applicable.

3. Health and Safety at work and Working Conditions

The company shall take effective steps to prevent potential accidents and injury to workers' health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the industry and of any specific hazards.

The company must provide the employees with healthy and safe working conditions. These healthy and safe working conditions include all measures which are necessary to protect the life and health of the employees. Measures include fire safety, building safety, machine safety, chemical safety and a medical emergency service at least in accordance to legal requirements.

The same standards are applicable for living accommodation if this is provided by the company.

The employees must receive regular training in the application of, and adherence to the safety standards. Adherence must be monitored regularly.

- ILO Convention 155 and ILO recommendation 164 are applicable.

4. Freedom of Association & Right to Collective Bargaining

Employees must have the statutory right to form, join and organize labour organizations. The right to bargain collectively must be adhered to.

If rights of freedom of association and collective bargaining are restricted by law, alternative forms of internal representation of interests must be allowed. It must be ensured by the company that workers' representatives and any personnel engaged in organizing workers are not subject to harassment, discrimination, intimidation or retaliation because of their work.

Workers' representatives must have free access to the workplace in accordance with statutory regulations.

- ILO Conventions 87, 98, 135, 154 and ILO recommendation 143 are applicable.

5. Anti-Discrimination

Any discrimination against persons in hiring, employment, compensation, access to training, promotion, termination or retirement due to group-specific attributes such as ethnic or national provenance, colour, language, political or religious affiliation, sexual orientation, gender, age, family responsibilities, marital status, disability or membership of a labour organization or union is not allowed.

- ILO Conventions 100, 111, 143, 158, 159 and 183 are applicable.

6. Disciplinary Practices

The company shall treat all personnel with dignity and respect. The company shall not engage in or tolerate the use of any illegal disciplinary measures such as physical and verbal assaults, psychological or sexual harassment.

Employees who complain against breaches of the Supplier Code of Conduct or their legal rights must not face punitive measures.

- In accordance with ILO Conventions 29 and 105.

7. Working Hours

Working time must comply with all applicable federal, state and local laws concerning working hours at a minimum. Under no circumstances can the normal work week exceed 48 hours and overtime 12 hours per week.

The employees must have a minimum of one day off following six consecutive days worked.

Exceptions to this rule apply only where both of the following conditions exist:

- a) National law allows work time exceeding this limit; and
- b) A freely negotiated collective bargaining agreement is in force that allows work time averaging, including adequate rest periods.

- ILO Conventions 1 and 14 are applicable.

8. Compensation

The wage paid for regular working time must conform to the valid statutory minimum wage, plus other legally required benefits as a minimum. The wage paid to workers must be adequate to cover living costs and allow some discretionary income in addition.

Compensation must be paid for all overtime hours at a premium rate in accordance with statutory requirements, collective bargaining agreement or current industry standards, whichever is more favourable for the employees.

Employees must be registered in the statutory social insurance systems, and social security contributions be made in accordance with statutory requirements. In countries where paid sick leave is not legally required, workers must be compensated adequately and be entitled to free medical service.

Only legal deductions are allowed.

The wage must be paid regularly and within the legal timeframe.

The employees must be provided with written, comprehensible information about wage details, including deductions and benefits.

- ILO Conventions 26, 102 and 131 are applicable.

Environmental Requirements

The company is required to comply with environmental protection laws and internationally valid standards. In addition, we encourage our business partners to take action and minimize the impact of their business activities on the environment, and to take preventive action with regard to existing ecological challenges and risks like climate change, improper exploitation of water and/or of natural resources.

Bribery and Corruption

Intersocks relies on the quality of its products as the key to its success. Therefore Intersocks acts in compliance with international anti-bribery standards, local anti-corruption and anti-bribery laws. Intersocks does not tolerate any form of bribery or corruption, no matter if direct or indirect, in the form of money, unsuitable presents or invitations, or other unfair advantages with the aim of favouritism or manipulation.

Management Systems

By signing this document, the company acknowledges the standards defined in this Supplier Code of Conduct, and accepts its obligation to implement them within the company.

With all employees a written employment contract must be concluded when he/she joins the company. All employees must be informed about their rights and duties arising from this Code of Conduct, and receive training in its practice.

If not complied or adhered to, suitable actions must be taken by management in order to fulfill the Supplier Code of Conduct requirements and legal regulations.

Appropriate, transparent, accurate and complete records must be kept.

Monitoring

The company is obliged to allow Intersocks employees or third parties appointed by Intersocks access to the company at any time, in order to monitor compliance with this Code of Conduct. The monitoring party must be provided with necessary truthful information, documents and resources on time. In case the monitoring parties are provided with faked or manipulated documents, or the company is not willing to take corrective actions in case of missing compliance, the business relationship can be terminated.

In addition, the company is obliged to develop and implement a system to check compliance with these standards in its other production units and sub-contractors, and must be able to provide evidence about the respective results. In case of deviations from the above mentioned standards, the company is required to give assistance during the improvement process.

Herewith we confirm our contractual obligation to fulfill the above mentioned requirements:

Signature / Stamp Supplier / Date