
STORMTECH SUPPLIER WORKPLACE CODE OF CONDUCT

INTRODUCTION

Stormtech Performance Apparel Ltd. ("Stormtech") believes in doing the right thing by taking the responsibility to incorporate internationally recognized labor practices, social compliance standards and environmental responsibility into our business practices. The Stormtech Supplier Workplace Code of Conduct (the "Code") defines standards for fair, safe and healthy working conditions and environmental responsibility throughout our supply chain. Requirements in the Code apply to the entire supply chain (collectively the Suppliers, Vendors, subcontractors, agents, etc.).

Stormtech is committed to working with Suppliers that deal with their employees in a legal, ethical and equitable manner. All Stormtech suppliers are expected to comply with all relevant and applicable laws and regulations of the country in which workers are employed and to implement the Code in their facilities.

1. LAW AND CODE COMPLIANCE

All Suppliers are expected to comply with and will be monitored to all relevant and applicable national and local laws and regulation of the country of manufacture or exportation. All Suppliers are expected to adhere to the Code and are expected to have a program in place to assure that all these policies are rigorously adhered to by all their subcontractors.

2. CHILD LABOR

All employees of our business partners must have reached the minimum age prescribed by law in the country of manufacture or exportation. Stormtech has a ZERO tolerance policy for child labor; our policy is based upon UN Convention on the right of the child, article 32.1, for more information <http://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

3. NON-DISCRIMINATION

Stormtech respects and recognizes cultural differences. Suppliers shall not discriminate in any aspect of employment based on gender, race, religion, age, disability, nationality, political opinion, sexual orientation, ethnic group etc.

4. FORCED LABOR

Every worker shall be treated with respect and dignity. There shall be no use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

5. HEALTH AND SAFETY STANDARDS

Suppliers must provide a safe and healthy workplace. Unsafe buildings or hazardous equipment are NOT acceptable environments for the manufacture of Stormtech products. All equipment must be properly safeguarded to prevent injury and safety procedures must also be provided for equipment requiring special operation. All our business partners must comply with all national and local laws and regulations concerning health and safety in the workplace, providing all required and appropriate worker's compensation coverage in the event of any fatality or injury. All Factories must establish a Fire and Safety Team to assist in the execution of building and fire safety throughout the year.

6. FACTORY CONDITIONS/HYGIENIC WORKPLACE

The factory environment shall be kept clean and free from any kind of pollution for the employees well-being. The temperature in the factory should be within acceptable tolerances of working environment, the lighting should be enough for the work performed, and sanitary facilities should be kept clean.

7. ENVIRONMENTAL CONCERNS

All our Suppliers must comply with all applicable environmental laws and regulations in the country of operation. Stormtech promotes environmental stewardship in all aspects of the product procurement and manufacturing process. We encourage our whole supply chain to reduce the use of natural resources, to reuse where feasible and to recycle whenever is possible. There is ZERO tolerance for use of prohibited chemicals or restricted substances during the manufacturing process of Stormtech products as per RSL, Prop 65 and REACH.

8. HOUSING FACILITIES

For Suppliers that provide housing facilities for staff, the requirements regarding safety and factory conditions/hygienic workplace (points 5 and 6 above), should also cover the housing area. Most importantly the housing facilities must be built in compliance with fire alarms, fire extinguishers, unobstructed emergency exits and evacuation drills in dormitory and all local safety and environmental laws and regulations.

9. COMPENSATION AND BENEFITS

Every worker has a right to compensation for a regular work week that is enough to meet the worker's basic needs and provide some discretionary income. Our Suppliers must pay at least the minimum wage required by local law or the prevailing industry wage, whichever is higher.

10. HOURS OF WORK

Suppliers are prohibited from requiring employees to work more than the regular and overtime hours permitted under the law of the country where they are employed. Suppliers and subcontractors shall not compel their employees to work excessive overtime hours.

11. TRANSSHIPMENT

Suppliers must comply with applicable customs laws and must establish and maintain programs to comply with the customs law regarding transshipment of sewn products.

12. MONITORING AND ENFORCEMENT

Stormtech expects all Suppliers to respect the Code and to actively do their utmost to achieve and exceed the standards set forth in the Code. Stormtech reserves the right to make unannounced visits to all factories producing Stormtech goods at any time and will have ZERO tolerances for any noncompliance with the Code.

13. PROHIBITION OF HARASSMENT OR ABUSE

Supplier must ensure providing a work environment that is free from harassment or abuse. All individuals are treated with dignity and respect. No corporal punishment or physical coercion be used. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

14. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Supplier will recognize and respect the right of workers to form or join unions in a free and democratic way. The employer adopts an open attitude towards the activities of trade unions and their organizational activities. No discrimination against workers because of trade union membership and respect workers' right to bargain collectively.

15. CUSTOMS COMPLIANCE

Supplier will establish and maintain a system to comply with customs laws to meet all the requirements governing the movement of their merchandise across a border. Factory will provide true, accurate and complete customs information including a proper description of the goods; keep records for all materials and orders, also maintain detailed production records.

16. POLICY AGREEMENT DOCUMENT

It is mandatory for all Stormtech Suppliers to acknowledge and sign the Policy Agreement Document, as this action reaffirms their intention to comply with all National and Local laws, and with the policies set forth in this Code.

For any violation of local laws or regulations related to Stormtech's Workplace Code of Conduct, or unethical behavior, reports can be submitted confidentially to Stormtech by emailing compliance@stormtech.ca.