



Supplier Code of Conduct

Zen Running Club B.V. (“Zen Running Club”) is committed to ensuring that working conditions in Zen Running Club’ supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. Zen Running Clubs’ suppliers are obligated, in all of their activities, to operate in full compliance with the laws, rules and regulations of the countries in which they operate. This Supplier Code of Conduct (“Code”) goes further, drawing upon ILO Core Labor Standards, in order to advance social and environmental responsibility.

Zen Running Club requires that its suppliers (“Suppliers”) implement this Code using the management systems described below.

1. **Honesty and Transparency.** Suppliers shall be fully transparent when submitting to onsite assessments as well as maintain all accurate documentation necessary for demonstrating compliance with the Code. This includes full access to production facilities, employee records and employees for confidential interviews.
2. **Compliance with Laws, Regulations, and Published Standards.** Suppliers shall comply with all applicable laws, codes, or regulations of the countries, states, and localities in which they operate. This includes, but is not limited to, laws and regulations relating to environmental, occupational health and safety, and labor practices.
3. **Unauthorized subcontracting.** Suppliers shall not engage any subcontractor to perform any work for Zen Running Club products or components without prior written approval, and only after the subcontractor has agreed to comply with this Code.
4. **Occupational Health and Safety.** Suppliers shall provide their employees with a safe and healthy working environment in order to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the supplier. Suppliers shall regularly assess the workplace for hazards and implement appropriate safety systems, controls and training related to: fires, emergencies, machines, chemicals, electrical, hygiene, first aid, food preparation and consumption, housing, lighting, ventilation, child care, evacuation, personal protective equipment (PPE) and ergonomics. Where housing is provided appropriate safety systems shall also be implemented related to electrical and fire safety, evacuation, hygiene, ventilation and privacy.
5. **Freely Chosen Employment.** Supplier shall not use forced labor of any form, whether in the form of prison labor, indentured labor, bonded labor, or other. In addition, labor shall never be obtained through slavery, human trafficking, or the use of coercion. There shall be no penalties or fines for declining overtime. Workers shall not be locked inside of factory premises for any reason. Workers shall not be required to hand over any government-issued identification, passports, or work permits as a condition of employment or be required to pay any recruitment or travel related fees.
6. **No Child Labor.** Suppliers shall not use child labor at any stage of manufacturing. Workers shall be at least the minimum age for employment in that country or the age for completing compulsory education in that country, whichever is higher. In no event shall a worker be less than 15 years of age in accordance with ILO Minimum Age Convention No. 138. Young workers under 18 years of age shall not perform work likely to jeopardize their health, safety or development, also in accordance with ILO Minimum Age Convention No 138.
7. **Harassment or Abuse.** Suppliers shall treat each employee with dignity and respect. Suppliers shall be committed to a workplace free of harassment. Suppliers shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, or verbal abuse.

8. **No Discrimination.** Suppliers shall not discriminate against any worker based on gender, race, color, age, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status in its hiring and employment practices such as promotions, rewards, access to training, job assignments, wages, benefits, discipline, termination and retirement. Suppliers shall not require a pregnancy test as a condition of employment.
9. **Freedom of Association.** Suppliers shall recognize and respect the right of workers to form and join trade unions and other worker organizations and participate in collective bargaining without fear of harassment, interference, or retaliation. Suppliers shall also develop effective, respectful, and transparent grievance mechanisms to resolve disputes, complaints and ensure effective communication between employees, employee representatives and management.
10. **Working Hours.** Supplier shall ensure the regular work does not exceed that allowed by law and in any circumstance not more than 48 hours. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours and be legal. Suppliers shall record all overtime hours worked and be able to demonstrate they are consensual. Workers shall be entitled to at least a 24 hours continuous period of rest during any seven-day period.
11. **Wages and Benefits.** Suppliers shall pay workers for all work completed and at least the minimum wage required by law or the prevailing industry wage, whichever is higher. Suppliers shall also provide all legally mandated benefits. There shall be no deductions of wages for disciplinary purposes. Where compensation does not meet workers' basic needs and provide some discretionary income, each supplier shall strive to progressively realize a level of compensation that does.
12. **Environmental Practices.** Suppliers shall comply with all environmental laws and regulations applicable to their operations worldwide. Such compliance shall include, among other things, the following items:
 - a. Obtaining and maintaining environmental permits and timely filing of required reports.
 - b. Proper handling and disposition of hazardous materials.
 - c. Monitoring, controlling, and treating emissions and discharges generated from operations.
13. **Assessment and Monitoring.** Supplier shall allow Zen Running Club representatives to undertake, either announced or unannounced, onsite assessments and/or monitoring visits to access existing supplier practices against the expectations for this code. During assessments suppliers shall provide open access to requested documents and records for review, employees for confidential interviews, and access to all physical facilities including production areas, storage, housing, etc.
14. **Continuous Improvement.** All suppliers shall take necessary corrective actions to promptly remediate any noncompliance and strive for long term continuous improvement. Zen Running Club reserves the right to terminate business relationships with any Supplier who is unwilling or ultimately unable to comply with the Code.
15. **Community.** Zen Running Club encourages and aligns with suppliers who are engaged in their communities in promoting social and environmental development.
16. **Animal Welfare:** Suppliers shall respect and commit to promoting ethical animal welfare practices with a focus on the five freedoms. We believe that all such animals, while taking into account their species' needs, should benefit from freedom from thirst, discomfort, pain, injury or disease, fear and distress and have the freedom to behave naturally.

ACKNOWLEDGEMENT

By signing below, the undersigned does hereby agree and acknowledge that it has received and reviewed the attached Supplier Code of Conduct and agrees to be bound by and subject to the terms and conditions thereof.

[MANUFACTURER]

BY: _____

ITS: _____

DATED: _____