



Supplier Code of Conduct

Effective January 1st, 2026

800.523.2155
220 Remington Blvd, Bolingbrook, IL 60440
www.ssactivewear.com

SCOPE:

This Supplier Code of Conduct ("code") applies to all suppliers and vendors throughout the supply chain of S&S Activewear ("S&S", "we", and "our"). All suppliers, their parent entities, subsidiaries, affiliates, employees, representatives, subcontractors, sub-suppliers, and others within their supply chain ("suppliers") are expected to comply with this code and all applicable national, state, and local laws ("Laws").

POLICY:

Anti-Corruption & Bribery

Suppliers shall not engage in any corrupt practices including without limitation: extortion, false declarations, bribery, money laundering, embezzlement, misuse of company assets, supporting or being involved with terrorist or organized crime organizations or activities. Suppliers shall not offer bribes, kickbacks, illegal political contributions, or other improper payments to any third parties, including without limitation our employees and government officials.

Gifts & Entertainment

Gifts, favors, or entertainment that obligate or appear to obligate the receiver is forbidden. Inappropriate, lavish, or repeated gifts to employees are forbidden. Suppliers must not offer entertainment or gifts to government officials. Suppliers shall not make direct or indirect political contributions on our behalf.

Conflicts of Interest

Suppliers shall disclose any potential conflicts of interest. Such conflicts include without limitation: their employees' relationships with our employees and our employees' interest in the supplier's business.

Antitrust & Fair Competition

Suppliers must not illegally limit trade or competition. They shall not offer any confidential information about our competitors to our employees. Suppliers shall not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices in violation of antitrust Laws. If a supplier learns of material non-public information while working with us, they must not share this information with others or use it for market trading.

Intellectual Property & Data Privacy

Suppliers shall protect our intellectual property rights, trade secrets, and proprietary information. Suppliers must protect personally identifiable information from unauthorized disclosure. Suppliers must manage information in a manner that protects the accuracy and integrity of our corporate records and maintains efficiency, security, and compliance with Laws. This applies to paper and electronic records.



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Inclusive & Safe Workforce

Suppliers must provide equal employment and advancement opportunities and not discriminate based on race, gender, color, national or social origin, religion, age, disability, sexual orientation, pregnancy, veteran status, military service or affiliation, gender identity, or any status protected by Laws. Every person shall be treated with respect and dignity, and shall not be subject to any physical, sexual, or psychological harassment or abuse.

Child Labor, Forced Labor & Human Trafficking

Suppliers must comply with minimum working age Laws and not tolerate the use of child or forced labor, slavery, or human trafficking in any of their operations. Employers shall not employ people under the age of 15, or the minimum age for the completion of compulsory education, or the minimum age of employment required by law in the country of manufacture, whichever is higher. Workers shall be allowed to maintain control over their identity documents and shall be provided with rest days as required by Laws. Additionally, suppliers must not produce any product or use any cotton from the Xinjiang Uyghur Autonomous Region in China, Uzbekistan, and other areas where forced labor is knowingly practiced.

Working Hours & Compensation

Working hours shall not exceed the maximum hours and shall be consistent with Laws. The regular work week shall not exceed 48 hours. Except in extraordinary business circumstances, employers shall not require workers to work more than 60 hours a week, or the maximum number of work hours per week permitted in the applicable country of manufacture, whichever is less. Employees should be granted at least 24 consecutive hours off in every seven-day period. In addition to their compensation for regular hours of work, employers should compensate employees for overtime hours at the applicable premium rate required by law in their country. All overtime work should be consensual and should not be requested on a regular basis. Any overtime working hours must be voluntary. Employees and contract workers shall be paid at least the minimum wage required by Law, including overtime compensation at the rate required in their country, and shall be provided legally mandated benefits.

Employment Relationship

Suppliers must comply fully with all Laws relevant to the conduct of their businesses and adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security Laws.



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Freedom of Association

Suppliers must recognize and respect the individual's right to choose whether to join a labor union, participate privately in trade associations, and collectively bargain. Suppliers must respect the rights of workers to engage in lawful activities related to forming, joining, or assisting a workers' organization, or to refrain from doing the same, and will not discriminate, harass, or punish workers for exercising these rights.

Health & Safety

Suppliers must comply with safety Laws and provide a safe and healthy workplace for all individuals, and endeavor to operate injury and incident-free. Suppliers must promote and advocate for the safety of all associates through training, policies, and safe working conditions.

Reporting Hotline

If any of our stakeholders have a concern relating to human rights, they are encouraged to anonymously report the concern through our independent, 24-hour compliance and ethics hotline.

Phone Number: 844-995-4876

Website URL: [EthicsPoint - S&S Activewear LLC](https://ethicspoint.com)

Nonretaliation

Suppliers shall assure that their employees and others in the supply chain will not be penalized for good faith reporting of suspected violations of this code or Laws, or for cooperating with any related investigation. Retaliation or threats of retaliation against any person who reports a possible violation or who cooperates with any related investigation will not be tolerated.

Supply Chain Transparency

Suppliers shall monitor and document that their supply chains comply with this code and Laws. Suppliers shall keep updated and accurate names, addresses, and contact information on their entire supply chain. Suppliers must provide updated testing and certification documents regularly and share any facility or supplier audit results. Merchandise S&S purchases from suppliers must meet or exceed all applicable product safety and quality standards.

Noncompliance

S&S reserves the right to audit and investigate suppliers' and their supply chain's compliance with this code. Suppliers must share formal corrective action plans and any requested documentation with S&S. We may void or terminate contractual obligations with a supplier for non-compliance.

Environment

Suppliers must respect the environment and comply with all applicable environmental Laws, including those relating to hazardous materials, wastewater, solid waste, and air emissions. We encourage suppliers to reduce the environmental impact of their operations and safeguard natural resources.