

THE ROCKPORT COMPANY, LLC
ENGAGEMENT CRITERIA FOR SOURCES, VENDORS & OTHER PARTNERS

These Engagement Criteria define the guiding principles we value when forming relationships with our sources, vendors and similar business partners (our “Partners”).

The Rockport Company, LLC is committed to ensuring that these guidelines are followed by its Partners, in all global locations where its portfolio of brands are produced or sold. We expect our Partners to comply with these standards while enforcing these same standards throughout their chosen supply chain. We will monitor activities through on-site inspections, signed manufacturing agreements, and third party assessments. We favor Partners who contribute to the betterment of the communities in which they operate.

1. Ethical Standards

We will conduct business only with Partners who display sound and legal practices by conforming to all applicable local and national laws, rules and regulations and applicable treaties. We require that our Partners minimize the potential for conflicts of interest, prohibit the giving or receiving of gifts or gratuities, conduct their business with us in a truthful and open manner, and comply with all specifications, quality criteria, and product requirements.

2. Health & Safety

Our Partners must be committed to providing a safe and healthy working & living (if housing is provided) environment that complies with all local laws and regulations, including: adequate medical facilities, fire exits, safety equipment, well-lighted and comfortable work stations, clean restrooms, personal protective equipment, safe storing of chemicals, and a well-known emergency evacuation plan with clear and accessible aisles and exits.

3. Environmental

Our Partners must be committed to environmentally safe practices and must be in compliance with all applicable laws and environmental regulations. All waste materials and manufacturing by-products must be disposed of properly in an environmentally responsible manner according to local laws and regulations.

4. Employment Practices

- **Wages & Benefits:** Partners must pay wages and provide benefits that meet or exceed the applicable legally mandated minimum requirements. Any wage deductions must comply with applicable law and be clearly communicated to employees.
- **Working Hours:** Except under extraordinary business circumstances, employee working hours should not exceed 60 hours per week. Employees must be entitled to one day off in each seven-day period.

- **Child Labor:** Partners must not employ any person under the age of 16 years or any person who is younger than the age for completing compulsory education in the country of manufacture where such age is greater than 16 years.
- **Forced Labor:** Partners and their subcontractors must not use forced, prison, bonded, indentured, or involuntary labor.
- **Disciplinary Practices:** Partners must not subject their employees to mental or physical threats, harassment or abuse. Physical punishment of any kind is forbidden.
- **Non-Discrimination:** We believe in cultural diversity and support employment practices based on individual skills and abilities. Partners must not discriminate in any way.

5. Freedom of Association

Partners must recognize and respect the legal right of employees to freely associate and join organizations.

6. Security

Our Partners must demonstrate a regard for a safe and secure working & living environment (if housing is provided), as well as compliance with applicable U. S. Customs importing laws and security processes or any other applicable importing laws or security processes of jurisdiction where products will be shipped.

7. General

We require Partners to maintain records and to permit The Rockport Company, LLC or its designees to periodically audit such compliance. We will favor Partners who demonstrate a willingness and ability to meet these Engagement Criteria.