

# NEW BALANCE CODE OF CONDUCT



This Code of Conduct sets forth the basic requirements that suppliers<sup>1</sup> must meet in order to do business with New Balance. This Code is based upon internationally accepted standards, including the International Labor Organization (ILO)'s core conventions, the Universal Declaration of Human Rights, and leading standards on occupational safety and health.

New Balance recognizes that different legal, political, economic, and cultural environments exist in countries around the world. **In cases where differences or conflicts in standards arise, New Balance will apply the higher standard.** New Balance is committed to doing business with suppliers who share our commitment to fair and safe labor and environmental practices.

At New Balance, we are catalysts for movement. We seek to work with suppliers which recognize that these standards are a baseline from which to move forward and are willing to commit to a program of continuous improvement. This is how we will evaluate supplier performance and determine who will help grow our business. This is how we build momentum for positive change in global working conditions. This is how we move.

**NEW BALANCE  
MISSION**  
DEMONSTRATING RESPONSIBLE LEADERSHIP  
NEW BALANCE BUILDS GLOBAL BRANDS  
THAT ATHLETES ARE  
**PROUD TO WEAR,**  
ASSOCIATES ARE PROUD TO CREATE  
**AND COMMUNITIES  
ARE PROUD TO HOST.**

## I. Compliance with Laws

- Suppliers shall operate in full compliance with the laws of their respective countries and with all other applicable international, national, and local laws, rules and regulations.

## II. Child Labor

- No person shall be employed under the age of 16 (or 15, where the governing law allows) or under the age for completion of compulsory education, whichever is higher. All suppliers shall maintain official documentation allowing for verification of each employee's date of birth.
- Suppliers must be in compliance with all laws and regulations regarding the employment of young workers. These regulations include but are not limited to types of work, work schedules and labor intensity.

## III. Forced Labor

- There shall be no use of forced labor, including but not limited to prison labor, indentured labor, bonded labor and other forms of coerced labor.
- Employees shall not be locked inside of factory premises for any reason.

## IV. Humane Treatment

- Employees shall be treated with dignity and respect. Employees shall not be subject to any physical, verbal, sexual or psychological harassment or abuse.
- Employees shall not be subject to fines or penalties as a disciplinary measure.
- Suppliers shall maintain and enforce a non-retaliation policy that permits employees to express concerns about workplace conditions directly to factory management, relevant government authorities, and/or New Balance without fear of retribution.

## V. Nondiscrimination

- No person shall be subject to any discrimination in employment, including but not limited to recruitment, hiring, compensation, promotion, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, marital status, pregnancy, parental status, political opinion, political affiliation, union membership, social group or ethnic origin.
- Suppliers that recruit or employ foreign or migrant labor shall ensure that these employees are treated fairly and on an equal basis with local employees.

## VI. Wages and Benefits

- Suppliers shall pay employees in a timely manner for all work completed and shall pay at least the minimum wage required by law or the prevailing industry wage, whichever is greater, and shall provide legally mandated benefits.
- Suppliers shall pay annual leave and holidays as required by law.
- Suppliers shall not engage in false training or apprenticeship practices that are used to avoid payment of compensation.
- We recognize that employees have the right to just and favorable remuneration for a regular work week that is sufficient to meet employees' basic needs and provide some discretionary income. Where these goals are not met, suppliers shall work with New Balance to take appropriate actions to progressively raise employee compensation and living standards through improved wage systems, benefits, welfare programs and other services.

## VII. Working Hours

- Suppliers shall comply with all applicable laws, regulations and industry standards on working hours. Except in extraordinary circumstances, the maximum allowable working hours in a week shall be the lesser of what is permitted by national law or a regular work week of 48 hours plus overtime hours not in excess of 12 hours. Suppliers shall not request overtime on a regular basis.
- Suppliers shall provide employees with at least 24 consecutive hours of rest in every seven-day period.
- Employees may refuse overtime without threat of penalty, punishment or dismissal.
- Overtime shall be compensated at a premium rate.
- All hours worked must be fully and accurately documented.

<sup>1</sup> Suppliers include but are not limited to any licensee, vendor, manufacturer, provider, business or other party that produces products with the trademarks of New Balance and/or its brands or provides any service or other products to New Balance and/or its affiliates.

## VIII. Freedom of Association and Collective Bargaining

- Suppliers shall respect the right of employees to freedom of association and collective bargaining. If freedom of association and/or the right to collective bargaining is restricted by law, employees shall be free to develop parallel means for independent and free association and collective bargaining.
- Suppliers shall develop and implement effective mechanisms to resolve workplace disputes, including employee grievances, and ensure effective communication with employees and their representatives.

## IX. Employment Relationship

- Suppliers shall employ employees on the basis of a recognized employment relationship established through country law and practice.
- Suppliers shall not employ people on a temporary contract basis for positions that are by definition permanent for the sole purpose of avoiding the provision of benefits.

## X. Health and Safety

- Suppliers shall provide a safe and healthy workplace setting to prevent accidents, illness and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of suppliers' facilities.
- Suppliers shall adopt and implement systems that prevent, minimize, detect and respond to potential health and safety risks. These include but are not limited to fire protection, proper management and disposal of chemicals and hazardous waste, structural safety, electrical safety, personal protective equipment and adequate lighting, heating, cooling and ventilation systems.

## XI. Environmental Protection

- Suppliers shall comply with all applicable environmental laws and regulations, including but not limited to air emissions, solid and hazardous waste storage and disposal, energy usage and water consumption and discharge.
- Suppliers shall adopt measures to mitigate negative impacts of operations on the environment.
- New Balance encourages suppliers to make progressive improvements in the environmental performance of their operations, including but not limited to responsible use of natural resources, reduction of waste, energy efficiency, and cleaner production methods.

## MONITORING, VERIFICATION AND ENFORCEMENT

**Suppliers shall implement this Code of Conduct and all accompanying policies and procedures into their operations and submit to monitoring and verification.**

**This Code of Conduct applies to all subcontractors utilized by suppliers to New Balance. Suppliers shall take all necessary steps to ensure that their subcontractors and component suppliers adhere to this Code of Conduct. No subcontractors shall be used without prior approval from New Balance.**

**Suppliers shall post this Code of Conduct in the language(s) of their employees in visible and accessible locations in their facilities and train employees on their rights and obligations according to this Code of Conduct and applicable laws.**

**Suppliers shall allow relevant New Balance personnel and/or any of its authorized representatives or agents unrestricted access to all facilities and all relevant records at all time, whether or not notice is provided in advance.**

**Where suppliers provide residential and/or dormitory facilities to employees, all relevant legal and Code of Conduct standards apply.**