



# Code of Conduct

At Founder Sport Group (FSG), our business operations are guided by our principles of integrity, transparency, courage, camaraderie, and improvement. These values underpin our commitment to compliance with this Code of Conduct, as well as applicable laws and regulations, in the manufacture of our products. Where there are differences or conflicts with the Code and the laws of the country of manufacture, the highest standard applies. We uphold these standards in our owned facilities and require compliance from our third-party suppliers, contractors, and subcontractors (collectively referred to as “FSG Authorized Facilities”).

## **FORCED LABOR**

Founder Sport Group prohibits the use of forced labor, including prison labor, bonded labor, indentured labor, slavery, human trafficking or other forms of forced labor.

## **CHILD LABOR**

Founder Sport Group prohibits the employment of any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is higher.

## **HARASSMENT OR ABUSE**

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

## **NONDISCRIMINATION**

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, color, ethnicity, religion, sexual orientation, disability, social group, age, nationality or political beliefs.

## **HEALTH, SAFETY AND ENVIRONMENT**

FSG Authorized Facilities shall provide a clean, safe and healthy workplace setting 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 employer facilities. FSG Authorized Facilities shall implement responsible measures to mitigate negative workplace and operational impacts on the environment and the community.

## **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

FSG Authorized Facilities shall recognize and respect the right of employees to freedom of association and collective bargaining.

## **HOURS OF WORK**

FSG Authorized Facilities shall not require workers to work more than the regular and overtime hours allowed by the law of the country where employed. The regular work week shall not exceed 48 hours. FSG Authorized Facilities shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. FSG Authorized Facilities shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

## **COMPENSATION**

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker’s basic needs and provide some discretionary income. FSG Authorized Facilities shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any benefits required by law or contract. Where compensation does not meet workers’ basic needs and provide some discretionary income, each employer shall work with FSG to take appropriate actions that seek to progressively realize a level of compensation that does.

## **EMPLOYMENT RELATIONSHIP**

FSG Authorized Facilities shall 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 and regulations.

## **CONFIDENTIAL REPORTING AND NON-RETALIATION**

Employees shall be allowed to raise questions and/or concerns to management or other appropriate staff about workplace practices or conditions related to this Code. Retaliation against any employee who reports suspected non-compliance is strictly prohibited. If an employee does not feel comfortable using the facility’s internal reporting channels, Founder Sport Group has established an additional confidential reporting channel. To report any concerns regarding facility compliance with the Code, please contact: [compliance@foundersportgroup.com](mailto:compliance@foundersportgroup.com).