



Code of Conduct

At Founder Sport Group (FSG), our business is guided by our values of integrity, innovation and customer centricity, which we achieve through teamwork, engagement, and continuous improvement. These values underpin this Code of Conduct, which establishes minimum standards for all facilities authorized to manufacture FSG product. We uphold this Code of Conduct in our owned and operated facilities and require adherence to these standards from our third-party vendors, 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 should avoid overtime on a regular basis excluding seasonal periods 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

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 fringe 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.