



Standards of Manufacturing Practices

Columbia Sportswear Company (“CSC”) has assembled a portfolio of brands that connect active people with their passions, making it a leader in the global active lifestyle apparel, footwear, accessories and equipment industry.

To facilitate decent and humane working conditions and promote ethical business practices at third-party manufacturing facilities around the world, we have developed these *Standards of Manufacturing Practices*. Whether we (or our subsidiaries, divisions, affiliates or agents) enter into or continue a business relationship with a particular supplier depends in part on its compliance with and commitment to the principles outlined in these *Standards*. When differences or conflicts in standards arise, the highest standard shall apply.

Forced Labor

Supplier must not use forced labor, whether in the form of prison, indentured, slave, bonded, trafficked or any other form of compulsory labor.

Child Labor

Supplier must only employ people who (a) meet the local legal minimum age for employment, (b) meet the age for completing compulsory education in the country of manufacture, or (c) are at least 15 years old, whichever is higher.

Harassment or Abuse

Supplier must treat all employees with respect and provide work environments that are free of physical, sexual, psychological and verbal harassment and abuse, retribution for grievances, and corporal punishment.

Nondiscrimination

Supplier must not subject any person to any discrimination in employment, including in hiring, salary, benefits, advancement, discipline, termination or retirement on the basis of race, religion, gender, marital status, capacity to bear children, age, disability, sexual orientation, nationality, political opinion, social or ethnic origin or other status of the individual unrelated to the ability to perform the job.

Freedom of Association

Supplier must recognize and respect the right of employees to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference. Where the right to freedom of association and collective bargaining is restricted under law, the employer shall consider the development of parallel means for independent and free association and bargaining.

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. Supplier must 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. Supplier must also provide employees with a clear written accounting for every pay period and must not deduct or withhold wages or benefits for disciplinary infractions. Where compensation does not meet workers’ basic needs and provide some discretionary income, each employer shall work with Columbia to take appropriate actions that seek to progressively realize a level of compensation that does.

Employment Relationship

Supplier 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. Worker’s rights shall be clearly communicated to all workers.

Hours of Work

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

Health and Safety

Suppliers must provide a 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 suppliers’ facilities. Supplier must comply with all applicable laws and regulations and Columbia health & safety standards regarding working conditions, including any housing and cafeteria requirements.

Environment

Supplier must comply with all applicable environmental laws and Columbia environmental standards. Supplier must maintain and implement a written environmental policy which includes systems and procedures to eliminate or minimize negative impacts of its practices on the environment.

Ethical Conduct

Supplier must conduct business in a legal and ethical manner, Supplier must refrain from offering or accepting bribes or kickbacks in any form directly or indirectly to or from our representatives, government officials, or third parties in connection with us or our products.

Documentation and Inspection

Supplier must provide our representatives with unrestricted access, without advance notice, to all factory premises and employees as well as to all documents relevant in determining whether it is in compliance with these Standards and all applicable laws and regulations.

To report a violation of these *Standards*, please contact: SMP@Columbia.com

