



FACTORY CODE OF CONDUCT

RECREATIONAL EQUIPMENT, INC.

REI is committed to promoting fair, safe, and non-discriminatory working environments for the workers producing our products. The REI Factory Code of Conduct (Code) supports this commitment and defines requirements for doing business with REI. Our Code standards are based on International Labour Organization principles and internationally-accepted fair labor practices. Where industry or REI standards are higher than required by law, employers will meet the higher standards. REI monitors compliance to these standards and promotes a model of continuous improvement. REI encourages our manufacturing partners to take ownership of their social compliance programs.

TRANSPARENCY Employers must provide REI with open and forthright communication about their business practices. This includes maintaining and providing, upon request, accurate and complete payroll and employee records and full disclosure of locations producing REI goods.

NON-DISCRIMINATION Employees will be considered for positions on the basis of their qualifications and abilities. Employers will not discriminate on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group, or ethnic origin.

HARASSMENT OR ABUSE Employers will not use physical or psychological disciplinary tactics. Furthermore, employers will not subject employees to threats of violence, sexual harassment, or psychological abuse.

RECRUITMENT AND HIRING Voluntary Employment: Employers will not use forced labor, including imprisonment, indentured, bonded, or any other form of compulsory labor. Minimum Hiring Age: Employers will not use persons younger than 16 years of age (or who are younger than school compulsory age, if that is older than 16 years) in any of their facilities.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING Employers will recognize and respect the legal rights of employees to free association and collective bargaining. Where the right to freedom of association is restricted under law, employers will allow their employees to raise any job-related grievances they may have without penalty or threat of reprisal.

HOURS OF WORK Working hours will not exceed 60 hours per week on a regularly scheduled basis (except under exceptional unforeseen circumstances) and will comply with all applicable laws and regulations. Where overtime is required, workers must be compensated appropriately according to law. Workers will be entitled to one day off for every seven-day period worked.

COMPENSATION Employers will meet all legal requirements for wages and benefits in the country in which they are conducting business, or local industry standards, whichever are higher.

HEALTH AND SAFETY Employers will provide workers with a safe and healthy work environment in compliance with all applicable laws and regulations. The same standards will apply to residential facilities, where they are offered.

ENVIRONMENT Employers will comply with all applicable environmental laws and regulations and adopt credible, proactive measures to mitigate negative impacts on human health and the environment.

COMMUNITY Employers are encouraged to engage directly or through partnerships in projects that improve the social well-being of employees and their families in the local community.