

## **FairHemp Inc. Production Standards and Code of Ethics**

All vendors contracted to make apparel for Fair Hemp must meet specific standards prior to orders being placed with their facility. A highly qualified team of company personnel visits each site on multiple occasions, and inspects the conditions under which our garments are produced to ensure the factory is capable of meeting both Fair Hemp quality and labor standards.

The factory is evaluated on the health and safety of the work environment, that all local country laws are being adhered to without exceptions, that the use of child labor or any forced labor does not exist, that no discrimination exists in the workforce, and that any disciplinary practice are not physically or mentally punitive. Fair Hemp insists that the workers be paid at the highest levels of the prevailing wage.

The factories making our products are held to the highest levels of quality control and employee rights.

*The following is a summary of Fair Hemp's sourcing standards:*

- **Health and Safety**

Work is placed only in locations where no unusual risks are posed to the safety and well-being of employees.

- **Work Environment**

Factories, Suppliers and Vendors are required to provide their workers with a safe and healthy work environment (and living space, if provided), in compliance with local laws and regulations. The work environment is inspected during initial negotiations, during production and again during garment inspection.

- **Employment Practices**

Workers may not be younger than 16 years (or younger than school compulsory age, if that is older than 16 years). All forms (whether physical or psychological) of forced labor are prohibited. Wages and benefits must meet legal requirements or the prevailing local industry standards, whichever is higher. Preference is given to business

partners who work to respond to local community needs and the betterment of their employees' standard of living. Working hours should not exceed 60 hours (regular and overtime combined) per week on a regular scheduled basis, except under exceptional unforeseen circumstances, and overtime is to be compensated appropriately according to law. Fair Hemp seeks to work with partners who do not discriminate on the basis of race, sex, beliefs, heritage or citizen status, sexual orientation, or disability.

- Freedom of Association

Factories, Suppliers and Vendors are required to recognize and respect the legal rights of employees to free association and collective bargaining, including joining or not joining any association. If a country's law restricts the right to freedom of association, vendors are required to allow employees to raise job-related grievances without penalty or reprisal.

- Environmental Commitment

Fair Hemp works to conduct business in an environmentally sensitive fashion and favors doing business with vendor and manufacturing partners who share Fair Hemp's values. Vendors must commit to the disposal of production waste materials in an environmentally responsible manner according to the local laws and regulations at the very minimum.

Fair Hemp pursues compliance through several means: inventories of factory practices; factory visits by members of Fair Hemp's local sourcing team and US based management; and by contracting for independent third-party audits and certification.