



It's all about Fair Play!

Stadium Code of Conduct

This Code of conduct applies to all factories and suppliers involved in the Manufacture of products to Stadium regardless if the merchandise is labelled with a famous brand name or our in-house logos.

While Stadium recognizes that there are different legal and cultural environments in which factories and suppliers operate throughout the world, the Code sets forth the basic requirements all factories and suppliers must meet in order to do business with Stadium.

Stadium also favours business partners that share our commitment to contribute to the betterment of community conditions.

Regardless of what sport we practice we want to play by the rules.

We want Fair Play!

I. General Principle

Factories and suppliers that produce goods for Stadium shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations.

A. The factory or supplier operates in full compliance with all applicable laws, rules and regulations, including those relating to labour, worker health, safety, and the environment.

B. The factory or supplier allows Stadium and/or any of our representatives or agents unrestricted access to its facilities and to all relevant records at all times, whether or not notice is provided in advance.

C. The factory or supplier should appoint a senior management representative who, irrespective of other responsibilities, should ensure that the requirements of this Code of Conduct are met.

II. Environment

Factories and suppliers must comply with all applicable environmental laws and regulations.

A. The factory has an environmental management system or plan.

B. The factory has procedures for notifying local community authorities in case of accidental discharge or release or any other environmental emergency.



C. Regarding Chemical Content in products produced for Stadium always refer to the specification in the separate Guide to the Chemical Content enclosed in this Suppliers Manual.

III. Discrimination

Factories or suppliers shall employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs.

A. The factory or supplier employs workers without regard to race, colour, gender, nationality, religion, age, maternity or marital status.

B. The factory or supplier pays workers wages and provides benefits without regard to race, colour, gender, nationality, religion, age, maternity or marital status.

IV. Forced Labour

Factories or suppliers shall not use any prison or forced labour.

A. The factory or supplier does not use involuntary or uncompensated labour or any kind, including prison labour or forced labour.

B. If the factory or supplier recruits foreign contract workers, the factory or supplier pays agency recruitment commissions and does not require any worker to remain in employment for any period of time against his or her will.

C. Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

D. All workers should be entitled to an employment contract.

V. Child Labour

Factories and suppliers shall not use child labour, in violation with the local laws of the country of production or by United Nations convention on the Right of the Child. Article 32:1. Factories and suppliers are encouraged to develop lawful workplace apprenticeship programs for the educational benefit of their workers, provided that all participants meet the minimum legal age requirement.

A. Every worker employed by the factory or supplier is minimum 15 years of age unless local minimum age law stipulates a higher age for work or mandatory schooling in which case the higher age would apply. If, however, local minimum age law is set at 14 years of age in accordance with developing-country exceptions under ILO Convention 138, the lower age will apply.



B. The factory complies with all applicable child labour laws, including those related to hiring, wages, hours worked, overtime and working conditions.

C. The factory maintains official documentation for every worker that verifies the worker's date of birth. In those countries where official documents are not available to confirm exact date of birth, the factory confirms age using an appropriate and reliable assessment method.

D. Young persons under the age of 18 shall not be employed at night or in hazardous conditions. Limits for overtime work should be set with special consideration to the workers low age.

VI. Wages & Hours

Factories or suppliers shall set working hours, wages and overtime pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater. While it is understood that overtime is often required in production of garments, shoes and sporting equipment, factories shall carry out operations in ways that limit overtime to a level that ensures humane and productive working conditions.

A. Workers are paid at least the minimum legal wage or the local industry standard, whichever is greater. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

B. The factory pays overtime and any incentive (or piece) rates that meet all legal requirements or the local industry standard, whichever is greater.

C. The factory does not require, on a regularly scheduled basis, a work week in excess of 48 hours, 60 hours including overtime, and workers shall be provided with at least one day off for every 7 day period on.

D. Workers may refuse overtime without any threat of penalty, punishment or dismissal. Overtime shall be voluntary and not demanded on a regular basis and shall always be compensated at a premium rate.

E. The factory provides paid annual leave, sick leave, maternity leave and other holidays as required by law or which meet the local industry standard, whichever is greater. This should be granted without any threat of penalty, punishment or dismissal.

F. The factory or supplier provide workers with wage statements for every pay period, which include number of days worked, wage or piece rate earned per day, hours of overtime and overtime compensation, bonuses, allowances and legal or contractual deductions, if any.

G. Wages should be paid direct to the worker in cash, check or equivalent.



H. Dismissal of pregnant female workers is not acceptable.

VII. Working Conditions

Factories or suppliers must treat all workers with respect and dignity and provide them with a safe and healthy environment. Factories shall comply with all applicable laws and regulations regarding working conditions. Factories shall not use corporal punishment or any other form of physical or psychological coercion. Factories must be sufficiently lighted and ventilated, aisles accessible, machinery maintained, and hazardous materials sensibly stored and disposed of. Factories providing housing for workers must keep these facilities clean and safe.

Factory:

A. The factory does not engage in or permit physical acts to punish or coerce workers.

B. The factory does not engage in or permit psychological coercion or any other form of non-physical abuse, including threats of violence, sexual harassment, screaming or other verbal abuse.

C. The factory complies with all applicable local laws regarding working conditions, including worker health and safety, sanitation, fire safety, risk protection, and electrical, mechanical and structural safety.

D. Work surface lighting in production areas is sufficient for the safe performance of production activities.

E. The factory is well ventilated. There are windows, fans, air conditioners or heaters in all work areas for adequate circulation, ventilation and temperature control.

F. There are sufficient, clearly marked exits allowing for the orderly evacuation of workers in case of fire or other emergencies. Emergency exit routes are posted and clearly marked in all sections of the factory. Exits are kept free from obstructing objects and remain accessible and unlocked during all working hours.

G. Doors and other exits are kept accessible and unlocked during all working hours for orderly evacuation in case of fire or other emergencies. All exit doors should open outwards.

H. Fire extinguishers are appropriate to the types of possible fires in the various areas of the factory and regularly maintained and charged at least once a year.

I. Evacuation drills are conducted on a regular basis and at least once every six months.



- J.** Machinery is equipped with operational safety devices and is inspected and serviced on a regular basis.
- K.** Appropriate personal protective equipment - such as masks, gloves, goggles, ear plugs and rubber boots – is offered and made available at no cost to all workers and instruction in its use is provided.
- L.** The factory provides adequate water for all workers and allows reasonable access to it throughout the working day.
- M.** If the factory provides subsidized meals for workers, food storage, food preparation and eating rooms are kept well apart from production areas and maintained in clean and good condition.
- N.** The factory keeps at least one well stocked first aid kit on every factory floor and trains specific staff in basic first aid. The factory has procedures for dealing with serious injuries that require medical treatment outside the factory.
- O.** The factory maintains throughout working hours clean and sanitary toilet areas and places no unreasonable restrictions on their use. The number of facilities should be adequate for the number of workers in the factory.
- P.** The factory stores hazardous materials in secure and ventilated areas and disposes of them in a safe and legal manner.
- Q.** Workers shall receive regular and recorded health and safety training and such training shall be repeated for new or reassigned workers.
- R.** The factory or supplier should pay any costs (not covered by social security) which a worker may incur for medical care following an injury during work in the factory.

Housing (if applicable):

- A.** Dormitory facilities meet all applicable laws and regulations related to health and safety, including fire safety, sanitation, risk protection, and electrical, mechanical and structural safety.
- B.** Sleeping quarters are segregated by sex.
- C.** The living space per worker in the sleeping quarters meets both the minimum legal requirement and the local industry standard.
- D.** Workers are provided their own individual mats or beds.
- E.** Dormitory facilities are well ventilated. There are windows to the outside, fans and/or air conditioners and/or heaters in all sleeping areas for adequate circulation, ventilation and temperature control.



F. Workers are provided their own storage space for their clothes and personal possessions.

G. There are sufficient, clearly marked exits allowing for the orderly evacuation of workers in case of fire or other emergencies. Exits are kept free from obstructing objects for safe and rapid evacuation on case of fire or other emergencies.

H. Halls and exits are kept clear of obstructions for safe and rapid evacuation in case of fire or other emergencies.

I. Directions for evacuation in case of fire or other emergencies are posted in all sleeping quarters.

J. Fire extinguishers are regularly maintained and charged at least once a year and kept visible and accessible to all sleeping quarters.

K. Hazardous and combustible materials used in the production process are not stored in the dormitory or in buildings connected to sleeping quarters.

L. Fire drills are conducted at least every six months.

M. Sleeping quarters have adequate lighting.

N. Sufficient toilets and showers are segregated by sex and provided in safe, sanitary, accessible and private areas.

O. Basic laundry facilities are available for dormitory residents.

P. Adequate drinking water and facilities to boil water are available to dormitory residents.

Q. Food storage, food preparation and eating rooms are maintained in clean and good conditions.

R. There should be no restriction on the workers right to leave the dormitory during off hours.

VIII. Freedom of Association

Workers are free to join associations of their own choosing. Factories or suppliers must not interfere with workers who wish to lawfully and peacefully associate, organize or bargain collectively. The decision whether or not to do so should be made solely by the workers.

A. Workers are free to choose whether or not to lawfully organize and join associations.



B. The factory does not threaten, penalize, restrict or interfere with workers lawful efforts to join associations of their choosing.

C. The factory or supplier should adopt an open attitude towards the activities of trade unions and their organizational activities.

IX. Stadium Declaration on Animal Welfare

Stadium recognizes that some animals are sentient and that it is ours and our supplier's obligation to respect animal welfare needs and stop or avoid animal cruelty. Sentience is the capacity to have feelings and to experience suffering and pleasure. Stadium also acknowledges that animals have the right to the 5 freedoms: Freedom from Hunger and Thirst, Freedom from Discomfort, Freedom from Pain, Injury or Disease, Freedom to Express Normal Behavior, Freedom from Fear or Distress.

Cruelty such as mulesing of lambs, plucking of down from living birds, unethical and/or painful slaughter or any other cruelty towards animals is not and will never be accepted by Stadium. It is the supplier's obligation to make sure that, if parts of animals are used in the production of our products, those animals has been well treated in accordance of above.

It is also our supplier's obligation to immediately report back to Stadium if he may find such cruelty along the supply chain. Ignorance of Animal Welfare may cause cancellation of orders.

Monitoring and Enforcement

As a condition of doing business with Stadium each and every factory and supplier must comply with this Code of Conduct.

The Stadium will continue to take active part to develop monitoring systems to assess and ensure compliance. If Stadium finds that any factory has violated this Code, Stadium may either terminate its business relationship or require the factory to implement a corrective action plan. If corrective action is advised but not taken, Stadium will suspend placement of future orders and may terminate current production.