



39 East Canal Street, Nelsonville OH 45764 • PH: 740.753.1951 • F: 740.753.4024 • rockybrands.com

## Ethical Manufacturing Principles (Appendix A)

Rocky Brands, Inc. ("Rocky Brands") is a leader in the design, sourcing, marketing and distribution of active outdoor footwear and apparel, with an established reputation for quality, performance, functionality and value.

To facilitate humane, suitable working conditions and promote ethical business practices at third-party manufacturing facilities around the world, we have developed these Ethical Manufacturing Principles. Whether we (or our subsidiaries, divisions, affiliates or agents) enter into or continue a business relationship with a particular supplier depends on its compliance with and commitment to the principles outlined in these Standards.

Our mission is to promote and inspire responsible business practices from product creation to consumer. Stakeholder input is invaluable to the continuing development of our program. If you have questions or comments, please send them to Brittany Williams, Alday Communications Inc. at [brittany@aldaycommunications.com](mailto:brittany@aldaycommunications.com).

## Ethical Manufacturing Principles

**Compliance with Laws and Workplace Regulations** - Suppliers will comply with laws and regulations in all locations where they conduct business.

**Prohibition of Forced Labor** – Supplier will not use involuntary or forced labor -- indentured, bonded or otherwise.

**Prohibition of Child Labor** – Supplier will not hire any employees under the age of 14, or under the age interfering with compulsory schooling, or under the minimum age established by law, whichever is greater.

**Prohibition of Harassment or Abuse** – Supplier will provide a work environment free of harassment, abuse or corporal punishment in any form.

**Compensation and Benefits** – Supplier will pay at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits.

**Hours of Work** – Supplier will comply with hours worked each day, and days worked each week, shall not exceed the legal limitations of the countries in which sewn product is produced. Manufacturers of sewn product will provide at least one day off in every seven-day period, except as required to meet urgent business needs.

**Prohibition of Discrimination** – Supplier will employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.

**Health and Safety** – Supplier will provide a safe and healthy work environment. Where residential housing is provided for workers, apparel manufacturers will provide safe and healthy housing.

**Freedom of Association & Collective Bargaining** – Supplier will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining.

**Environment** – Supplier will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

**Customs Compliance** – Supplier will comply with applicable customs law and, in particular, will establish and maintain programs to comply with customs laws regarding illegal transshipment of apparel products.

**Security** – Supplier will maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (e.g. drugs, explosives, biohazards, and/or other contraband).



**DURANGO**

