

L.L.Bean Updated Code of Conduct

WAGES AND BENEFITS:

Vendors recognize that wages are essential to meet workers' basic needs. As a base, vendors shall pay workers the prevailing industry wage and/or the minimum wage required by local law and/or collective agreement and/or worker contract, whichever is higher, and shall provide all legally-mandated benefits, including social insurance and paid leave, to all workers. Vendors shall ensure that no illegal deductions are made from workers' wages. Overtime wages shall be paid as required by local law or, in those countries where such laws do not exist, at a rate at least equal to 1.5 times their hourly compensation rate.

HOURS OF WORK:

Vendors shall not schedule workers to work more than 48 hours in a regular workweek. Vendors shall ensure that workers' working hours, including overtime, do not exceed 66 hours per week or the local legal limit, whichever is less, except under extraordinary circumstances. Break time shall be respected as per the national laws and regulations. Workers shall be entitled to at least 24 consecutive hours off in every seven-day period.

FREEDOM OF ASSOCIATION:

Vendors shall respect the right of workers to engage in freedom of association and collective bargaining. Where the right to freedom of association and collective bargaining is restricted or prohibited, vendors shall allow alternative forms of independent workers' collective organization.

HARASSMENT OR ABUSE:

Every worker will be treated with respect and dignity. No worker will be subject to any physical, sexual, psychological, or verbal harassment or abuse.

CHILD LABOR:

No person will be employed at an age younger than 15, (or younger than the age for completing compulsory education in the country of manufacture, or younger than the minimum age as established by applicable local law, whichever is higher). Young workers (between 15 and 18 years old) shall be protected according to the local/national law and international conventions and shall not perform work which is likely to harm their health, safety, or morals.

FORCED LABOR:

There will be no use of forced labor in the vendor's supply chain, whether in the form of prison labor (other than a bona fide rehabilitation program), indentured labor, bonded labor or otherwise. All work shall be conducted on a voluntary basis and not under threat of penalty and/or sanctions. Please refer to L.L.Bean's Forced Labor Policy for more information.

NON-DISCRIMINATION:

No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination, or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

HEALTH AND SAFETY:

Vendors will provide a safe and healthy working environment 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 vendor facilities.

ENVIRONMENTAL POLICY

All legally required permits and records shall be up to date. Each factory shall have all current permits and authorizations required by law for any discharges. Copies of all permits, authorizations, and applicable laws, regulations and standards shall be on file at the factory at all times.

ANTI-CORRUPTION

Vendors shall conduct business in a legal and ethical manner and shall comply with all applicable laws relating to bribery, money laundering, terrorist financing, corruption, or any type of fraudulent business practices. This includes the U.S. Foreign Corrupt Practices Act (FCPA) and the Corruption of Foreign Public Officials Act of Canada. Vendor shall not directly or indirectly give or receive money, gifts, invitations, benefits, or anything that could be perceived as a bribe. Vendors shall not engage in any interactions that present a risk, or perception of risk, of corruption with government officials.

TRANSPARENCY

Vendors shall provide L.L.Bean representatives and designated third-parties full access to all facility areas, documents and workers that are relevant to demonstrate that vendor complies with L.L.Bean requirements. Requested documentation includes, but is not limited to, payroll, time attendance, worker records, production records, documentation to support country-of-origin designation, and environmental reports. All provided information shall be truthful.

SUBCONTRACTING AND MAPPING

Vendors shall provide full disclosure of locations producing L.L.Bean goods all the way down their supply chain, including finish production factories, sub-contractors, raw material suppliers, work centers, home workers as well as third-party providers working on-site (canteen, security guards, etc.). Vendors shall monitor performance of its sub-contractors to ensure they comply with L.L.Bean requirements. L.L.Bean is committed to the goal of mapping its entire supply chain.

CODE COMMUNICATION

Vendors shall distribute L.L.Bean's Code of Conduct to their direct suppliers and their respective supply chains including, labor brokers, recruiters, employment agencies and trade unions. All factories in vendor's supply chain shall post L.L.Bean's Code of Conduct at a visible place frequented by all workers in the local languages spoken by workers, supervisors, and management. Current and new workers shall be trained on its content at time of hire and at least annually thereafter.