

saalt

Supplier Code of Conduct

As a certified B Corporation, Saalt is committed to a Triple Bottom Line where people, planet, and profit are all of equal value. We expect our suppliers to share these commitments and, therefore, choose to partner with businesses dedicated to moving beyond minimum standards.

People

Child Labor Saalt believes that education and knowledge drive opportunity and the ability to help oneself and others; we also believe that hard work is noble. The organization may employ young workers (ages 17 and under), but where such young workers are subject to compulsory education laws, they shall work only outside of school hours. Under no circumstances shall any young worker's school, work and transportation time exceed a combined total of 10 hours per day, and in no case shall young workers work more than 8 hours a day and part time employment is preferred. Young workers may not work during night hours. The organization shall not expose young workers to any situations in or outside of the workplace that are hazardous or unsafe to their physical and mental health and development. The organization shall pay market rates and shall not discriminate against young workers' age in administering a different pay scale than is given to adults for similar work and productivity. (ILO Convention 138 and 182)

Forced or Compulsory Labor There shall be no use of forced labor, including prison, indentured, bonded, slave or other forms of forced labor. Acts of human trafficking are also prohibited. Suppliers are required to monitor any third party entity which assists them in recruiting or hiring employees, to ensure that people seeking employment at their facility are not compelled to work through force, deception, intimidation, coercion or as a punishment for holding or expressing political views. (ILO Conventions 29, 105, 182)

Health and Safety Suppliers shall provide a safe and healthy workplace 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 employers' facilities. The employer shall take a proactive approach to health and safety by implementing policies, systems and training designed to prevent accidents, injuries and protect worker health. (ILO Convention 155)

Freedom of Association & Right to Collective Bargaining Workers must be free to join organizations of their own choice. Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. All suppliers must develop and fully implement effective grievance mechanisms which resolve internal industrial disputes, employee complaints, and ensure effective, respectful and transparent communication between employees, their representatives and management. (ILO Conventions 87, 98 and 135)

Discrimination No person shall be subject to any discrimination in any aspect of the employment relationship including recruitment, hiring, compensation, benefits, work assignments, access to training, advancement, discipline, termination or retirement, on the basis of race, religious belief, color, gender, caste, or any other classification protected under applicable law. All employment decisions must be made based on the principle of equal employment opportunity, and shall include effective mechanisms to protect migrant, temporary or seasonal workers against any form of discrimination. (ILO Conventions 100 and 111)

Disciplinary Practices Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse or to monetary fines or embarrassing acts as a disciplinary measure.

Working Hours Suppliers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours or the maximum allowed by the law of the country of manufacture, whichever is less. For full-time salaried workers with Benefits, the average work week shall not exceed 55 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be voluntary. Employers shall not request overtime hours on a regular basis.

The sum of regular and overtime hours in a week shall not exceed 60 hours or the maximum allowed by the law of the county of manufacture, whichever is less. (ILO Convention 1)

Remuneration We seek and favor suppliers who progressively raise employee living standards through improved wage systems, benefits, welfare programs and other services, which exceed legal requirements and enhance quality of life. Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's and their family's basic needs and provide some discretionary income. Employers shall pay wages which equal or exceed minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law and/or contract. Adhering to the practice of paying market wages will actually benefit the supplier in the long run by enabling them to attract and retain better talent and, therefore, be more competitive in the marketplace. (ILO Conventions 26 and 131)

Management System Our partners should (1) provide channels for stakeholders to communicate areas of concern and ideas for improvement, (2) conduct regular assessments and evaluations to verify compliance and identify improvement opportunities and (3) take effective actions to address issues and opportunities identified.

Planet

Manufacturers, suppliers, and distributors will comply with all applicable environmental laws and regulations. Factories shall monitor and report their production processes as needed to protect the environment and as required by law, including those related to emissions, discharges and disposal of wastes, and develop improvement plans as needed. The environmental impacts of all business decisions should be considered along with opportunities for conservation of natural resources, recycling, source reduction and pollution elimination, to ensure cleaner air and water and to reduce landfill wastes. We strongly encourage suppliers to proactively look for ways to reduce the environmental impact of their operations to create more sustainable practices that will promote the longevity of the environment, community and business.

This document outlines Saalt's minimum standards for partnership. If, at any time, Saalt determines a supplier's efforts have fallen below these minimum standards and fails to cooperate in the development and/or implementation of corrective action, Saalt will take appropriate actions to rectify the situation, including ending the partnership.

If you have information regarding one of our suppliers violating any of these elements, we would like to know about it. Please bring your concerns to our attention by emailing us at admin@saalt.com.