Vendor & Manufacturer Workplace
CODE OF CONDUCT

A part of Varsity Brand's Mission of "Elevating the Student Experience" is our ability to further our commitment to grow Varsity Brands and subsidiaries as a renowned organization that operates with high ethical standards, respecting human rights and acting responsibly. Our company's foundation is built on our shared values, we believe in service, integrity, and respect. We expect our suppliers to uphold the same high standards of conduct that define our culture and mission. This Code is grounded in the principles of the International Labour Organization (ILO) and the Fair Labor Association (FLA).

EMPLOYMENT RELATIONSHIP

Varsity Brands vendors and manufacturers will adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

NONDISCRIMINATION

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

HARASSMENT OR ABUSE

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

FORCED LABOR

There shall be no use of forced labor, including prison labor, indentured labor, bonded labor, or other forms of forced labor.

CHILD LABOR

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Varsity Brands vendors and manufacturers will recognize and respect the right of employees to freedom of association and collective bargaining.

HEALTH, SAFETY, AND ENVIRONMENT

Varsity Brands vendors and manufacturers will provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or because of the operation of employers' facilities. Varsity Brands vendors and manufacturers will adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

VARSITY BRANDS

BSN SPORTS VARSITY SPIRIT

HOURS OF WORK

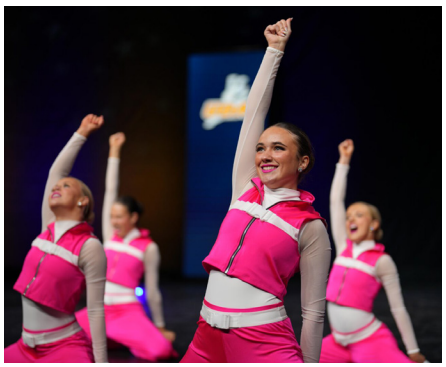
Varsity Brands vendors and manufacturers will not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Varsity Brands vendors and manufacturers will allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Varsity Brands vendors and manufacturers will not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

COMPENSATION

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Varsity Brands vendors and manufacturers will pay at least the 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 or contract. Where compensation does not meet workers' basic needs and some discretionary income, Varsity Brands vendors and manufacturers will work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

GRIEVANCE PROCEDURE

Varsity Brands vendors and manufacturers will provide a confidential channel for employees/workers to submit grievances. Varsity Brands vendors and manufacturers will develop an internal policy and procedure for investigation and resolution of such grievances.

REPORTING CONCERNS:

For questions or concerns regarding the COC standards and your current workplace situation, please send an email to csr_communicate@varsitybrands.com. A member of our corporate social responsibility/CSR team will follow up with you to discuss, provide guidance, and options. Your identity will remain anonymous. We encourage workers to provide ongoing dialogue and feedback which positively impacts our CSR program and your workplace environment.