

ROOTS VENDOR WORKPLACE
CODE OF CONDUCT

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Roots Corporation (“Roots”) aims to do business with vendors that respect the culture in which they operate, the local law and the workers who manufacture Roots products.

The Roots Vendor Workplace Code of Conduct, (“Code”), establishes the expectations that all vendors must meet or exceed in order to do business with Roots.

In addition to the specific provisions in this Code, Roots expects its vendors to act reasonably in all respects and to ensure that no abusive, exploitative or illegal conditions exist in their workplaces. Roots’ expectations follow a core value of protecting worker’s rights, health and wellbeing. Roots also expects its vendors to observe these same standards within their own supply chains and agree to announced and unannounced assessments by Roots or a designated third party. Roots intends to do business with vendors that are committed to these standards and who are also committed to continuous improvement. The Code is founded on and reflects the most relevant conventions of the International Labour Organization with respect to labour practices.

For the purposes of this Code, vendor “commercial partners” include vendors’ contractors, subcontractors, service providers and any other entity that directly or indirectly provides goods or services to a vendor that are used in the production of Roots’ apparel and products.



Local Laws

Roots’ vendors and their commercial partners must operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations, including those relating to labour, worker health and safety and the environment. When differences or conflicts in standards arise between local laws and the Code, vendors are expected to comply with the highest standard that is the most in favor of the workers.



Communication of Standards

Vendors and their commercial partners shall support and cooperate in the communication of this Code. This includes prominently posting a copy of the Vendor Workplace Code of Conduct in the local language(s), as well as in English, in an area where all workers may freely view the Code.



Employment Relationship

Vendors and their commercial partners shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under local, national, and international labor and social security laws and regulations.



Fair Wages and Benefits

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. Employers shall pay at least the minimum wage required by applicable law or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any benefits required by law or contract.

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Where compensation does not meet workers' basic needs and provide some discretionary income, each vendor and their commercial partners shall work to take appropriate actions that seek to progressively realize a level of compensation that does. (ILO Conventions 26 and 131)



Decent Work Hours and Overtime

Vendors shall not require workers to work more than the regular and overtime hours allowed by the law of the jurisdiction where the workers are employed. The regular work week shall not exceed 48 hours or the maximum allowed by the law of the jurisdiction of manufacture, whichever is less. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime hours on a regular basis. Other than exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours or the maximum allowed by the law of the jurisdiction of manufacture, whichever is less. (ILO Convention 1)



No Child Labour

Vendors and their commercial partners will not employ anyone under the age of 15 or the age for completion of compulsory education, whichever is higher. Young workers (ages 15-18) shall not perform work which, by its nature or the circumstances it is carried out, likely to compromise their health, safety or social development. (ILO Convention 138 and 182)



No Forced Labour

Roots vendors and their commercial partners must not engage in or support either directly or indirectly any form of forced labour, modern slavery or human trafficking. This includes, but is not limited to prison labour, indentured or bonded labour, or labour under government compulsion that is part of an assimilation program. Workers must not be required to lodge deposits or identity papers upon commencing employment with the vendor or its commercial partners. Vendors and their commercial partners are required to monitor any third party assisting in recruitment or hiring employees to ensure no individual is compelled to work through force, debt, deception, intimidation, coercion or as punishment. (ILO Conventions 29, 105, 182)



No Discrimination

Vendors and their commercial partners shall ensure that workers are not subjected to any form of discrimination in any aspect of employment, including hiring, compensation, benefits, advancement, discipline, and termination on the basis of personal characteristics or beliefs, such as age, race, ethnicity, nationality or citizenship, religion, marital status, sexual orientation gender identity / expression, maternity status, disability or political beliefs. Vendors and their commercial partners must not use monetary fines as a disciplinary practice. All employment relationships should include effective mechanisms to protect migrant, temporary or seasonal workers from any form of discrimination. (ILO Conventions 100 and 111)

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No Harassment and Abuse

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse. Vendors and their commercial partners shall have formal functioning grievance mechanisms and disciplinary procedures in place, with all records of disciplinary actions and grievances available upon request of Roots as permitted by the law.



Freedom of Association

Vendors and their commercial partners shall recognize and respect the right of employees to freedom of association and collective bargaining. Where the right to freedom of association or collective bargaining is restricted under law, employers must allow workers an alternative means of association and bargaining and provide effective means to express and remedy workplace grievances. (ILO Conventions 87, 98 and 135).



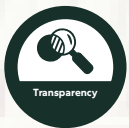
Health and Safety

Vendors and their commercial partners must provide a safe, hygienic and healthy working environment, including but not limited to factories, dormitories and canteens. The Vendor and their commercial partners shall take a proactive approach to health and safety by implementing policies, systems and training designed to prevent accidents, injuries, disease and protect worker health. (ILO Convention 155)



Subcontracting

Roots does not permit subcontracting without full disclosure and prior written approval. Direct vendors are required to continuously monitor approved subcontractors and sub-suppliers for social and environmental responsibility using standards that meet or exceed our Code.



Transparency

Vendors and their commercial partners must be fully transparent when submitting to onsite inspections as well as maintain all accurate documentation necessary for demonstrating compliance with the Code. This includes full access to production facilities, available records, and upstream supplier due diligence aligned with the Code.



Remediation and Continuous Improvement

All vendors and their commercial partners are expected to take necessary corrective actions to promptly remediate any non-compliance and strive for continuous improvement. This includes providing for remedy in response to verified human rights violations. Roots reserves the right to terminate contracts and business relationships with any vendor who is unwilling or unable to comply with the Code.



Environmental Protection

Vendors and their commercial partners must comply with all local laws and regulations protecting the environment. Roots favors partners who take steps to ensure that their operations have the least impact possible on the environment. Vendors and their commercial partners must have policies and procedures in place to manage and minimize their environmental impacts.

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Traceability

Roots is committed to sourcing from designated vendors for raw materials to maintain supply chain transparency. Full disclosure and prior written approval must be obtained before any portion of the product is vendor-sourced or substituted. Roots is committed to sourcing recycled and organic content wherever possible and choosing partners who demonstrate leadership in protecting biodiversity, land and water use, low emissions, and chemical management.



Reporting Misconduct

If an employee of a vendor or their commercial partner encounter what they believe to be a human rights violation or a potential violation of local laws or regulations, Roots Vendor Workplace of Conduct or any unethical behavior you may confidentially report your concerns to Roots by using Roots' ethics and compliance portal available at:

[Open Door - Roots Corporation Ethics & Reporting Portal](#)

Retaliation of any kind against any individual who reports concerns in good faith violates Roots' principles and will not be tolerated.

