

RE: Supplier Code of Conduct

TO: All Boardriders Suppliers

Boardriders, Inc. (“Boardriders”) is committed to sourcing materials, products, and services in a manner that is ethical, legal, and in line with internationally recognized labor standards. Accordingly, Boardriders will only do business with suppliers around the world who respect and follow the law, the culture in which they operate, the environment in which we all live, and the workers who manufacture our products.

To ensure that our supply chain operates at the highest levels of ethical and legal conduct, we have developed the Boardriders Supplier Code of Conduct (“Supplier Code”). The Supplier Code outlines our expectations for the workplace standards and business practices of our suppliers, contractors, consultants, agents, representatives, brokers, distributors, intermediaries, and other third parties who provide us with goods and services. Boardriders will not do business with suppliers who fail to adhere to the principles and requirements of the Supplier Code.

Boardriders expects all independently owned, third-party suppliers to act ethically and legally in all respects, to meet their legal obligations to their employees and workers, and to do their best to ensure that no abusive, exploitative, or illegal conditions exist at their workplaces or factories.

Supplier Obligations

Boardriders Suppliers must agree to:

- Fully comply with the Supplier Code of Conduct.
- Disclose to Boardriders the name and address of every vendor or source of materials, components or parts either marked with the Boardriders brand names or logos or made exclusively for incorporation in Boardriders’ products and the name and address of any sub-suppliers and factories used by it in the production of products for Boardriders.
- Allow Boardriders and its representatives to inspect its facilities and factories it uses to manufacture products for Boardriders to ensure compliance with this Supplier Code.
- Ensure that their employees, representatives, agents, and subcontractors understand and comply with these principles. Only deal with third-party factories and vendors in compliance with this Supplier Code, who have signed a copy of this Supplier Code, and who have agreed to permit Boardriders or its representatives to inspect their facilities and documents.
- Establish a documented Supplier compliance program to manage the compliance issues referenced in the Supplier Code.

<p>ANTI-CORRUPTION AND BRIBERY</p>	<p>Suppliers must work against corruption in all its forms, including extortion, kickbacks, and bribery. More specifically, Boardriders suppliers may not offer or accept any bribe, kickback, favor or use any improper influence when dealing with government officials or in any business arrangements for</p>
---	---



	the purpose of obtaining or retaining business or directing business to any person.
COMPLIANCE WITH THE LAW AND BOARDRIDERS' POLICIES	Suppliers must comply with all applicable laws, rules, regulations, and Boardriders' Policies applicable to suppliers and vendors.
FORCED LABOR	No forced labor may be used by any Supplier in any form, whether prison labor, indentured labor, bonded labor, slave labor, labor from closed or freedom-restricted countries, or otherwise. Human trafficking is strictly prohibited in any form.
CHILD LABOR	No person shall be employed at an age younger than 16 or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 16.
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. Fines or penalties may not be used as a disciplinary measure. Employees should be able to express their concerns about their workplace conditions to their superiors or to the factory management without fear of retribution or the termination of their employment.
DISCRIMINATION	No person shall 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, social or ethnic origin or any other legally protected status.
HEALTH AND SAFETY	<p>Employers shall 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 employer facilities. This includes access to clean drinking water, clean toilets and facilities for food storage as well as protection from fire (emergency exits, first aid equipment), accidents and toxic substances. If employers supply worker housing, then such housing must provide a safe and healthy living environment.</p> <p>Information must be available in the primary language of employees and in written form. Women in the workplace shall be provided with adequate sanitary facilities, with privacy, and additional protection from hazards during pregnancy.</p>
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	Employers shall recognize and respect the right of employees to freedom of association and collective bargaining under applicable law.



FREEDOM OF MOVEMENT	Employers shall recognize and respect the right of employees to move freely, including but not limited to, the right to resign from employment and take with them their identification, passport and travel documents.
WAGES, BENEFITS AND OVERTIME COMPENSATION	Suppliers must pay all employees no less than the minimum wages and benefits mandated by applicable law. In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate above their regular hourly compensation rate.
HOURS OF WORK	Except in extraordinary business circumstances, employees shall (i) not be required to work more than the limits on regular and overtime hours allowed by the law of the country of manufacture; and (ii) be entitled to at least one day off in every seven day period.
SUPPLY CHAIN SECURITY	Boardriders requires reasonable security practices to eliminate vulnerabilities in its global supply chain against terrorism, transshipments, smuggling, and other illegal activities associated with importation.
ENVIRONMENTAL	Suppliers must comply with all applicable environmental laws, rules, and regulations. Suppliers are encouraged to have an environmental management system (EMS) or an environmental management plan in place. Suppliers are also encouraged to reduce the environmental impact of their operations.
TRANSSHIPMENT, COUNTRY OF ORIGIN AND SUBCONTRACTING	Country of Origin must be accurately stated on products and shipping documentation, and illegal transshipment is strictly forbidden. Undisclosed subcontracting, including the use of home- workers, is not allowed unless communicated with and approved in advance and in writing by Boardriders.

Boardriders expects its Suppliers to support and cooperate in the distribution of this Supplier Code of Conduct. If a supplier operates under its own code of conduct that includes these standards and principles, we may accept its commitment to comply with its own code and consider it in compliance with ours. The Supplier Code of Conduct requirements do not replace or alter contract obligations but may supplement them. If a contractual term is stricter than this Supplier Code of Conduct, a third party must meet the more stringent requirements.

Boardriders and our representatives have the right to audit or inspect any supplier's facilities and the facilities of any approved sub-contractors and factories used to manufacture products for Boardriders. Suppliers and their subcontractors and factories must fully cooperate and provide access to Boardriders and its agents to all personnel, facilities, and documents to assess compliance with this Supplier Code.

Boardriders adopts industry best practices and strict legal requirements into its supply chain to meet our stakeholders' expectations. Suppliers are expected to stay alert to our continued releases of various Boardriders' Policies. Any Policy not effectively followed and implemented by Suppliers may result in a Fail grade in a Boardriders Compliance Audit.

Boardriders reserves the right to take whatever actions are necessary to protect its interests, including terminating its business relationship with any Supplier that does not comply with the terms of the Supplier Code of Conduct.

Please complete all areas and tick boxes below with the appropriate information in **ENGLISH**. Print out this form and return both the signed and the typed electronic copy to the appropriate Boardriders representative.

Sincerely,
 Boardriders Senior Management
 November 2021

By signing, you acknowledge that you (i) are legally authorized to sign on behalf of the Supplier; and (ii) that you have read the Boardriders Supplier Code of Conduct and understand that conducting business with Boardriders depends upon full compliance with these requirements.			
SUPPLIER/FACTORY INFORMATION			
Name			
Address			
City		State/Province	
Country		Postal Code	
Phone		Fax	
Contact Person		Phone/Fax	
Position or Title		Email	
Signature (Factory Manager)		Date signed	