

BLUE LOTUS YOGAWEAR MANUFACTURER'S CODE OF CONDUCT

This Code of Conduct applies to all manufacturing done by Blue Lotus Yogawear in their own facilities, to all sub-contractors doing work for Blue Lotus and to all suppliers providing raw materials to Blue Lotus or any of their sub-contractors. While we recognize that facilities abide by different rules that are still within the laws of the country in which they do business, but these standards must be met in order to do business with Blue Lotus Yogawear.

Compliance with the Law:

All facilities that produce goods for Blue Lotus Yogawear shall adhere to the local laws, rules and regulations of their respective countries, counties, cities and regions.

Labor:

A. Child Labor

Facilities shall employ only workers who meet the applicable minimum legal age requirements and must comply with all other applicable child labor laws.

B. Foreign Contract Labor

Facilities that recruit or employ foreign contract workers shall ensure that these workers are treated fairly and on an equal basis with its local workers. These workers shall not be subject to any form of forced, compulsory, bonded, or indentured labor. All work must be voluntary and workers must be free to terminate their employment at any time, without penalty.

C. Discrimination

Facilities shall employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs.

D. Forced Labor

Facilities shall not use involuntary labor of any kind.

E. Freedom of Association and the Right to Collective Bargaining

Workers are free to join associations of their own choosing. Facilities shall not interfere with workers who wish to lawfully and peacefully associate, organize or bargain collectively.

F. Humane Treatment

Facilities shall treat all workers with respect and dignity. Facilities shall not use corporal punishment or any other form of physical or psychological coercion. No harassment of any kind shall be tolerated.

G. Wages & Benefits and Terms of Employment

Facilities shall pay wages and overtime premiums in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage, but are encouraged to provide wages and benefits that are sufficient to cover workers' basic needs and some discretionary income.

H. Working Hours

Facilities shall set working hours in compliance with all applicable laws. Overtime shall be limited to a level that ensures safe and productive working conditions and an acceptable quality of life.

G. Working Conditions

All facilities shall provide a safe and hygienic environment in which to work and in buildings that are deemed structurally sound.

Environment

All facilities shall comply with all applicable environmental laws and regulations. Facilities must manage their impact on the environment, including energy & greenhouse gas (GHG) emissions, air pollution (emissions to air), water consumption, water quality, wastewater, waste diversion and disposal, and chemical use and handling.

Sourcing and Certification

All suppliers must be able to name the origin of all raw materials used in producing products for Blue Lotus Yogawear and provide all the required certifications showing that these products were produced in a manner that complies with, at least, the local environmental regulations and international laws and standards.