### I. Compliance with Laws
- Suppliers shall operate in full compliance with the laws of their respective countries and with all other applicable international, national, and local laws, rules and regulations.

### II. Child Labor
- a. No person shall be employed under the age of 16 (or 15, where the governing law allows) or under the age for completion of compulsory education, whichever is higher. All suppliers shall maintain official documentation allowing for verification of each employee's date of birth.
- b. Suppliers must be in compliance with all laws and regulations regarding the employment of young workers. These regulations include but are not limited to types of work, work schedules and labor intensity.

### III. Forced Labor
- a. There shall be no use of forced labor, including but not limited to prison labor, indentured labor, bonded labor and other forms of coerced labor.
- b. Employees shall not be locked inside of factory premises for any reason.

### IV. Humane Treatment
- a. Employees shall be treated with dignity and respect. Employees shall not be subject to any physical, verbal, sexual or psychological harassment or abuse.
- b. Employees shall not be subject to fines or penalties as a disciplinary measure.
- c. Suppliers shall maintain and enforce a non-retaliation policy that permits employees to express concerns about workplace conditions directly to factory management, relevant government authorities, and/or New Balance without fear of retribution.

### V. Nondiscrimination
- a. No person shall be subject to any discrimination in employment, including but not limited to recruitment, hiring, compensation, promotion, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, marital status, pregnancy, parental status, political opinion, political affiliation, union membership, social group or ethnic origin.
- b. Suppliers that recruit or employ foreign or migrant labor shall ensure that these employees are treated fairly and on an equal basis with local employees.

### VI. Wages and Benefits
- a. Suppliers shall pay employees a timely manner for all work completed and shall pay at least the minimum wage required by law or the prevailing industry wage, whichever is greater, and shall provide legally mandated benefits.
- b. Suppliers shall pay annual leave and holidays as required by law.
- c. Suppliers shall not engage in false training or apprenticeship practices that are used to avoid payment of compensation.
- d. We recognize that employees have the right to just and favorable remuneration for a regular work week that is sufficient to meet employees’ basic needs and provides some discretionary income. Where these goals are not met, suppliers shall work with New Balance to take appropriate actions to progressively raise employee compensation and living standards through improved wage systems, benefits, welfare programs and other services.

### VII. Working Hours
- a. Suppliers shall comply with all applicable laws, regulations and industry standards on working hours. Except in extraordinary circumstances, the maximum allowable working hours in a week shall be the lesser of what is permitted by national law or a regular work week of 48 hours plus overtime hours not in excess of 12 hours. Suppliers shall not request overtime on a regular basis.
- b. Suppliers shall provide employees with at least 24 consecutive hours of rest in every seven-day period.
- c. Employees may refuse overtime without threat of penalty, punishment or dismissal.
- d. Overtime shall be compensated at a premium rate.
- e. All hours worked must be fully and accurately documented.

### VIII. Freedom of Association and Collective Bargaining
- a. Suppliers shall respect the right of employees to freedom of association and collective bargaining. If freedom of association and/or the right to collective bargaining is restricted by law, employees shall be free to develop parallel means for independent and free association and collective bargaining.
- b. Suppliers shall develop and implement effective mechanisms to resolve workplace disputes, including employee grievances, and ensure effective communication with employees and their representatives.

### IX. Employment Relationship
- a. Suppliers shall employ employees on the basis of a recognized employment relationship established through country law and practice.
- b. Suppliers shall not employ people on a temporary contract basis for positions that are by definition permanent for the sole purpose of avoiding the provision of benefits.

### X. Health and Safety
- a. Suppliers shall provide a safe and healthy workplace setting to prevent accidents, illness and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of suppliers’ facilities.
- b. Suppliers shall adopt and implement systems that prevent, minimize, detect and respond to potential health and safety risks. These include but are not limited to fire protection, proper management and disposal of chemicals and hazardous waste, structural safety, electrical safety, personal protective equipment and adequate lighting, heating, cooling and ventilation systems.

### XI. Environmental Protection
- a. Suppliers shall comply with all applicable environmental laws and regulations, including but not limited to air emissions, solid and hazardous waste storage and disposal, energy usage and water consumption and discharge.
- b. Suppliers shall adopt measures to mitigate negative impacts of operations on the environment.
- c. New Balance encourages suppliers to make progressive improvements in the environmental performance of their operations, including but not limited to responsible use of natural resources, reduction of waste, energy efficiency, and cleaner production methods.

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**To report any violations of this Code of Conduct or related concerns, please contact CSR@newbalance.com**