



ULYSSES

Code of Conduct





...too many times on major newspapers or televisions we are greeted with lines reciting the latest evolving issues of **major scandals!**

Officials' bribery, conflict of interests, lawsuits for product failures, cover up of environmental disasters, unsafe working conditions done with child labor, etc. etc. These are just a few of the issues fueled by **greed** and the continuous pursuit of **maximizing profits.**

The new business paradigm imposed by the **globalization era** and **cross-cultural issues** results in different ways of doing business; **affecting the very soul of business enterprises.**



Code of conduct:

/kəʊd əv 'kɒn.dʌkt/

A set of rules outlining the norms, rules, and responsibilities or proper practices of an individual party or an organization

If you have a goal, write it down.

**If you do not write it down, you do not have a goal;
you have a wish.**

Steve Maraboli

The Basics



The Universal Declaration of Human Rights

Originally published on December 10, 1948, is an international document adopted by the United Nations General Assembly that enshrines the rights and freedoms of all human beings

United Nations Global Compact

Founded July 26, 2000, The United Nations Global Compact is a non-binding United Nations pact to encourage businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.

ILO: International Labor Organization

Since 1919 The International Labor Organization (ILO) is devoted to promoting social justice and internationally recognized human and labor rights, pursuing its founding mission that labor peace is essential to prosperity.

The California Transparency in Supply Chains Act

The California Transparency in Supply Chains Act forces companies to publicly disclose their efforts to eradicate modern slavery within their supply chain. Eligible retailers and manufacturers must publish annual reports detailing their efforts to eradicate human trafficking and modern slavery in their direct supply chains



Obligations

01 Labor Responsibility

02 Health & Safety

03 Environmental Sustainability

04 Transparency & Privacy

Ulysses Running Co. must focus on the **PURPOSE** not the **PROFITS!**

This is our **obligation: do business in a transparent responsible and sustainable way!**

Labor Responsibility



01

. We pledge to have an open dialogue with our suppliers and work together to improve their labor practices to comply with international labor standards rather than factory benefits

Labor Responsibility (details)



01

CHILD LABOR

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.

Suppliers must be in compliance with all laws and regulations regarding the employment of young workers. These laws and regulations include but are not limited to types of work, work schedules and labor intensity.

FORCED LABOR

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. Employees shall not be locked inside of factory premises for any reason. Employees must be free to take their entitled leave without restriction. Suppliers must recognize the right of their employees to resign or leave their employment at any time, for any reason.

HUMANE TREATMENT

Employees shall be treated with dignity and respect. Employees shall not be subject to any physical, verbal, sexual or psychological harassment or abuse. Employees shall not be subject to fines or penalties as a disciplinary measure. Suppliers must maintain a work environment that is free from physical, verbal, sexual or psychological harassment or abuse. Suppliers must not retaliate or tolerate retaliation against employees who voice concerns or report violations.

NON-DISCRIMINATION

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. 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..



Labor Responsibility (details)



01

WAGES AND BENEFITS

Suppliers shall pay employees in 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.

Suppliers shall pay annual leave and holidays as required by law. Suppliers shall not engage in false training or apprenticeship practices that are used to avoid payment of compensation. 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 provide some discretionary income.

References:

- ILO Convention No.95, Protection of Wages Convention (1949)

WORKING HOURS

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. Suppliers shall provide employees with at least 24 consecutive hours of rest in every seven-day period. Employees may refuse overtime without threat of penalty, punishment or dismissal. Overtime shall be compensated at a premium rate. All hours worked must be fully and accurately documented.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

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. Suppliers shall develop and implement effective mechanisms to resolve workplace disputes, including employee grievances, and ensure effective communication with employees and their representatives.



Health & Safety



02

Ensuring a safe workplace is mandatory to promote a healthy and productive environment.

If we take care of our employees; they will take care of us.

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Health & Safety (details)



02

HEALTH AND SAFETY

Suppliers will provide a safe, healthy, and hygienic working environment, with systems, policies, and training programs in place to prevent workplace accidents, injuries, and protect the health and well-being of workers. Where residential housing is provided for workers, suppliers will provide safe and hygienic housing.

LEGAL/PERMITS

Suppliers must operate in full compliance with the laws of their respective countries and with all other applicable international, national, and local laws, rules and regulations.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Suppliers must protect their employees from workplace hazards that can cause injuries or illness.

Suppliers must provide employees with adequate PPE and replenish or replace the equipment when needed, free of charge.

MACHINERY & ELECTRICAL SAFETY

Suppliers must ensure that all machinery present and operated on-site is maintained in safe operating order and with all the proper guarding installed to protect operating personnel and passers-by from hazards such as nip points, rotating parts, flying chips and sparks. Suppliers must also ensure that electrical wiring is in safe working condition as all the necessary machine safety guards and emergency stopping switches on all machinery.

WORKING CONDITIONS

Suppliers must provide a safe, clean and healthy workplace for all employees, and take active steps to prevent accidents or injuries; providing employees with access to free drinking water that is safe for consumption, adequate ventilation systems to remove air contaminants and maintaining proper temperature controls at all facilities.



Environmental Sustainability



03

In nature nothing goes to waste! We will use resources carefully to preserve the environment today and for future generations. We pledge to save water, energy and reduce our carbon footprint. We will continuously investigate in new recycling techniques, and better processes to reduce the use of fossil fuels.

Environmental Sustainability (details)



03

LEGAL/PERMITS

Suppliers must operate in full compliance with the laws of their respective countries and with all other applicable international, national, and local laws, rules and regulations in managing its environmental impact.

ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

Suppliers must implement basic elements of an environmental management system (EMS) appropriate to the size and environmental impacts of their operations. An EMS enables a site to monitor and control the environmental impacts of its operations and provides the tools and procedures to improve environmental performance. While comprehensive management systems are not required, facilities are encouraged to pursue certification under an acceptable standard, such as ISO 14001

ENERGY USE

Improving energy efficiency requires effective energy management practices and processes to guide the overall energy program. Any organization, regardless of size, function, or mission should develop an effective energy program, monitoring and tracking the monthly energy use from all sources, whether purchased (indirect) or generated on the facility (direct).

WATER USE

As the availability of clean freshwater is steadily decreasing and the world's population continues to rise, preserving water is paramount. Manufacturing processes that are water intensive may put additional pressure on water sources and contribute to their depletion. Given the effects of water scarcity on the economy and environmental sustainability, suppliers must track and manage their water use to prevent waste.

WASTEWATER

Manufacturing operations generate different types of wastewater, including industrial process wastewater and sanitary/domestic wastewater. Wastewater can be a significant cause of pollution if not handled, stored, transferred, and and/or discharged properly. Suppliers must prevent pollution and reduce environmental, health and safety impacts from wastewater discharge by properly managing all wastewater streams.



Environmental Sustainability (details)



03

WASTE MANAGEMENT

Suppliers must manage and discharge all waste in a responsible manner and according to all applicable legal requirements. Suppliers are responsible for ensuring safe and environmentally sound waste management behavior that is consistent with the protection of human health and the environment.

Suppliers must identify and list the different waste types generated at their facilities, including hazardous and non-hazardous waste.

AIR EMISSIONS

Emissions to air from a manufacturing site can contain pollutants which can damage the environment and impair human health. Some of these pollutants can lead to an increase in ozone in the lower levels of the atmosphere, which can lead to poor air quality and smog. Suppliers emitting air pollutants must show an awareness of their emissions and take measures to control them. Suppliers must identify all point source emissions and potential fugitive source emissions, including equipment that has the potential to contain Ozone Depleting Substances (ODS).



Transparency & Privacy



04

We want to be open, honest and straightforward about our company operations, internal processes, sourcing and supply chain .

We also understand today's world privacy threats and we want to make protection of privacy a priority.

For this we also expect that all vendors implement appropriate computer security criteria to ensure that their data are protected from such threats.

Transparency & Privacy (details)



04

TRANSPARENCY/TRACEABILITY

All suppliers are required to map and continuously track all locations in all levels of their supply chain and upon request provide transparent information into the owned and/or outsourced farms, mills, smelters, and other facilities that are involved in the production of our products. This may include chemical, trim, and raw material suppliers. This information shall be available upon request. Suppliers will maintain accurate and transparent records with respect to each of the elements of this Code of Conduct to allow for verification of compliance.

PRIVACY POLICIES

In accordance with the GDPR (General Data Protection Regulation) of the REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016, we will collect user data by using cookies for the sole purpose of carrying out the necessary electronic communication process (see Art. 6 (1) (f) of the GDPR) or if this is necessary for the provision of the services requested by customers via our website (see Art. 6 (1) (b) of the GDPR). In addition, cookies are only used if you give your express consent (see Art. 6 (1) (a) of the GDPR).

We will also preserve data in their original format accordingly to the regulatory requirements.

CONFIDENTIALITY & NON -ISCLOSURE AGREEMENTS

All data transmitted to and from suppliers, or third parties are considered to be confidential and protected by confidentiality requirements. We will strive to guarantee the protection and confidentiality of such data and take action to prevent its illicit, fraudulent and improper use.





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