



Planet Bike Code of Conduct

Planet Bike is committed to the continual improvement of the welfare of workers and the environment throughout our supply chain. We expect that our suppliers uphold the Planet Bike Code of Conduct so that workers thrive in safe and healthy workplaces and environmental impacts are minimized as we produce useful and high-quality bicycle accessories.

Non-Discrimination

No person shall be subject to any discrimination in any aspect of employment, including hiring, compensation, advancement, discipline, or retirement, on the basis of race, religion, color, gender, age, disability, nationality, sexual orientation, political opinion, social group or ethnic origin.

Complying with the Law

Employer shall comply with all relevant and applicable laws and regulations of the country in which workers are employed. Employer shall not require workers to work more than the regular and overtime hours allowed by the local law. Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's and their family's basic needs and provide some discretionary income. Employers shall pay wages which equal or exceed minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law and/or contract.

Voluntary Employment

No person shall be employed under the age of 16 or under the age for completion of compulsory education, whichever is higher. There shall be no use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or other forms of forced labor.

Harassment or Abuse

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment.

Health and Safety

Employer shall provide workers with a safe and healthy work place in compliance with all applicable laws and regulations. The same standards will apply to residential facilities, where they are offered.

Freedom of Association

Suppliers will recognize and respect the right of employees to freedom of association and collective bargaining. Where the right to freedom of association is restricted under law, employers must provide workers alternative means of association, including effective means to express and remedy workplace grievances.

Environment

Employer shall comply with local and international environmental laws and regulations and adopt credible, progressive measures to minimize negative impacts on the environment. This should include maintaining systems to minimize negative impacts of manufacturing and packaging on the environment. Also, ensure that all waste material, as a by-product of production, are disposed of properly in an environmentally responsible manner.

Suppliers must maintain current sufficiently detailed records to substantiate their compliance with this policy. These documents must be made available on request to Planet Bike employees or anyone acting on behalf of Planet Bike. Such documents should include, but are not limited to: (i) Personnel files on each employee reflecting proof of age; (ii) Employee working hours and payroll records; (iii) Local health and safety evaluations; (iv) Employee grievances, suggestions, and employer responses; (v) Documentation of any exemptions from local law; (vi) Personnel Policies that describes management's and worker's rights and responsibilities regarding: wages, benefits and deductions, vacations and leave, regular and overtime hours, discipline and termination, grievance procedures and harassment.

Planet Bike reserves the right to have any manufacturer audited by an Independent Auditor at any time.