



Yakima Products, Inc.
4101 Kruse Way
Lake Oswego, OR 97035
www.yakima.com | 971.233.8078

SUPPLIER CODE OF CONDUCT

The Yakima Products Supplier Code of Conduct formalizes the key principals under which suppliers to Yakima Products are required to operate. Yakima strongly encourages suppliers to exceed the requirements of this Code and promote best practices and continuous improvement throughout their operations and those of their suppliers, service providers, and extended networks.

Laws and Regulations

Suppliers must operate in full compliance with all applicable laws and regulations of the countries in which they operate and also in full compliance with this code.

Nondiscrimination

Consistent with our company's stance that employees are hired, compensated, promoted, and terminated for positions on the basis of their qualifications and abilities, we will seek to work with partners who do not discriminate on the basis of race, gender, age, beliefs, political affiliation, pregnancy status, marital status, heritage or caste, nationality, citizen status, sexual orientation, disability, union membership, or any other legally protected characteristic.

Respectful Workplace

Employees are expected to conduct themselves with the highest regard for the dignity of others. Under no circumstances shall physical punishment, sexual or racial harassment, verbal or power abuse or any other form of harassment or intimidation be permitted.

Forced Labor

There shall be no use of involuntary or forced labor, including prison labor, indentured labor, bonded labor, human trafficking, slavery or other forms of forced labor. Employees shall not be required to lodge "deposits" such as identity papers with their employers and shall be allowed to freely leave their employment after reasonable notice has been given.

Child Labor

Child labor is strictly prohibited. Supplier's employees shall be higher than 16 years of age or the minimum age for employment according to statutory law in that country. Suppliers must have management systems in place to document this compliance. In addition, a supplier's employees must be older than 18 years of age in order to work at night or perform hazardous work. "Hazardous work" includes the operation of power-driven equipment like saws, metal working machinery, and manufacturing equipment, as well as sawmill work, mining, demolition, and motor vehicle operation.



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Freedom of Association

Employees' rights to associate, form or join workers' organizations of their own choosing, unionize, and bargain collectively shall be recognized and respected without penalty or interference, even in countries where this practice is restricted by law. Workers representatives must have access to carry out their representative functions in the workplace without interference or discrimination, even in countries where this is prohibited by law.

Health and Safety

Employees are provided a safe, hygienic, and healthy workplace in compliance with all applicable laws. Access to clean toilet facilities and potable water must be provided. Similar standards shall apply to residential facilities (where applicable). Supplier shall provide written policies, systems, and trainings to promote health and safety and prevent injury.

Working Hours

Working hours should not exceed 60 hours per week on a regularly scheduled basis (except under exceptional unforeseen circumstances), and must comply with local law and regulations. Where overtime is taken, it must be voluntary and workers must be compensated for it appropriately according to local laws. Workers must be entitled to one day off for every seven-day period.

Wages and Benefits

Every worker has a right to compensation, overtime, and benefits for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the 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 or contract. Disciplinary deductions from wages shall not be permitted.

Ethical Business Behavior

Supplier must conduct business in a legal and ethical manner. Supplier must refrain from offering or accepting bribes, kickbacks, or falsified documents in any form, directly or indirectly, to or from representatives, government officials, or third parties in connection with us or our products.

Environment

Supplier must comply with applicable environmental laws, must maintain a written environmental policy, and must implement a system to minimize or eliminate negative impacts of its practices on the environment.

Transparency

Suppliers are expected to maintain transparent records to demonstrate compliance with this Code of Conduct and provide to authorized representatives of Yakima upon request.



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Compliance

Yakima will take affirmative measures, such as announced and unannounced inspections of production facilities, to ensure compliance with this Code. Suppliers must allow employees from Yakima or its designated representatives full access to facilities, documents, worker records and workers for confidential interviews in compliance with local laws.

Notification

Supplier must also notify Yakima about information related to suspected violations of this Code. Information related to code violations can come from any individual. Information may be submitted in local language to www.lighthouse-services.com/yakima-supplier. Yakima will place the highest priority on confidentiality of information and identity protection when investigating and acting on this information.

Corrective Actions / Termination

Supplier is expected to take necessary corrective actions to promptly remedy any identified noncompliance. Yakima reserves the right to terminate its business relationship with any Supplier who is unwilling or unable to comply with this Code when termination is allowed by local laws.

供应商行为准则

产品供应商行为准则正式规定了Yakima 供应商必须遵守的主要原则。Yakima 鼓励供应商们可以超越本准则的要求，在他们的运营中和他们自己的供应商、服务供应商和扩展网络经营中去推广最佳实践以及持续改进。

法律法规

供应商必须完全遵守他们所在国家的所有法律法规以及此行为准则。

非歧视原则

公司员工雇佣，补偿，晋升以及合同终止完全取决于他们的资质和能力，与此公司立场保持一致，我们寻找的合作伙伴也必须是在种族，性别，年龄，信仰，政治背景，孕育状态，婚姻状态，继承权，等级观念，国籍，公民身份，性取向，残疾，工会会员或者其他任何受法律保护的角色上无歧视心理。

受尊重的工作场所

员工应以最高的尊重他人尊严的态度行事。在任何情况下都不允许进行体罚、性骚扰或种族骚扰，以及语言上或滥用职权等任何其他形式的骚扰或恐吓。

强迫劳动力

不得使用非自愿的或受强迫的劳动力，包括监狱劳工，契约劳工，抵押劳工，人口贩运，奴役等其它形式的强迫劳动力。雇主不得要求员工提交任何形式的“保证金”比如身份证明文件。员工在给予合理解释后应该被允许自由离开岗位。

童工

严禁使用童工，供应商的员工必须是超过16周岁或者是达到所在国法律规定的最小雇佣年龄，针对此要求，供应商必须要有适当的管理系统去记录这些信息。除此之外，对于需要夜间作业以及从事危险工种，如需操作如锯，金属加工机械的动力设备和加工设备，以及锯木机，采矿，爆破和其它机动车类的操作，这些员工必须超过18周岁。

社交自由

员工有权选择他们社交的各类组织及自愿参加工会，集体谈判应该被认以及受到尊重而不是被惩罚或者被干扰，即使在某些国家这种行为是法律限制的。工人代表必须有权在工作场所不受干涉或被歧视的情况下执行其代表职务，即使在某些国家这种行为是法律所禁止的。

健康以及安全

根据对应的法律法规，为员工提供一个安全，卫生以及有益于健康的工作场所。必须提供清洁的厕所设施和饮用水。类似的标准也适用于居住设施，供应商应提供书面政策，制度以及培训来提升安全保健从而阻止伤害发生。

工作时间

除了特殊情况，员工的工作时间每周不应该超过60小时，必须遵守当地的法律法规，如果有加班，员工必须是自愿的，同时他们必须根据当地的法律法规得到对应的加班补偿。员工每7天的工作周期必须要有一天休息。

工资和福利

每个员工有权获得报酬，加班以及定期工作周的福利，这些福利可以满足员工的基本需求并且可以提供一些可自由支配的收入。雇主应该至少支付最低工资，或者是根据法律规定的现行工资标准支付，按两者中较高者为准，同时提供法律或者合同所规定的附加福利。不得从工资中违规扣款。

合乎道德标准的商业行为

供应商必须以既合法又合乎道德标准的方式开展业务。供应商必须避免直接或间接向或来自与本公司或公司产品有关的代表、政府官员或第三方提供或接受任何形式的贿赂、回扣或者是伪造文件。

环境

供应商必须遵守对应的环境法，有一个书面的环境政策以及运用一个系统将各类对于环境有消极影响的活动减少到最小或者是消除。

透明度

供应商应保持透明的记录来证明他们遵守此行为准备，根据需求，这些记录也会被要求提供给

Yakima 的授权代表查看。

合规

Yakima 会采取积极措施确保本准则被执行，例如安排生产设施的提前告知检查或者是突击检查。供应商必须允许Yakima 的员工或者是其指定的代表在不逾越当地法律的前提下完全可以访问到设备，文件，工人记录以及与员工面谈。



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通知

供应商还必须将涉嫌违反本准则的相关信息通知给Yakima。与违反此准则有关的信息可能来自任何个体。信息可以用当地语言提交到该网站 www.lighthouse-services.com/yakima-supp。Yakima在调查和处理这些信息时，会将信息以及提交者的身份信息严格保密。

纠正措施/合约终止

供应商应采取必要的纠正措施迅速纠正任何已确定的不合规行为。在当地法律允许的情况下，任何不愿或无法遵守本准则的供应商，Yakima 有权终止与其的业务关系。