

# Notice to Factory Workers

Reebok International Ltd. has made a commitment to ensuring decent conditions for workers at factories that make our products by obligating factory management to respect the following standards:

## Reebok Human Rights Production Standards

### I. Non-discrimination

Reebok will seek business partners who do not discriminate in hiring and employment practices, and who make decisions about hiring, salary, benefits, training opportunities, work assignments, advancement, discipline and termination solely on the basis of a person's ability to do the job.

### II. Working Hours/Overtime

Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary circumstances. In countries where the maximum workweek is less, that standard shall apply. Workers shall be entitled to at least one day off in every seven-day period.

### III. No Forced or Compulsory Labor

No factory making Reebok products shall use forced or other compulsory labor, including labor that is required as a means of political coercion or as punishment for holding or expressing political views.

### IV. Fair Wages

Reebok will seek business partners committed to the betterment of wage and benefit levels to the extent appropriate in light of national practices and conditions. Reebok will not select business partners who pay less than the minimum wage required by applicable law or who pay less than the prevailing local industry wage.

### V. No Child Labor

Reebok will not work with business partners that use child labor. The term "child" refers to a person who is younger than 15, or younger than the age for completing compulsory education in the country of manufacture, whichever is higher.

### VI. Freedom of Association

Reebok will seek business partners that share its commitment to the right of employees to establish and join legal organizations of their own choosing. Reebok recognizes and respects the right of all employees to organize and bargain collectively.

### VII. Non-Harassment

Reebok will seek business partners that treat their employees with respect and dignity. No worker will be subject to any physical, sexual, psychological, or verbal harassment or abuse.

### VIII. Safe and Healthy Work Environment

Reebok will seek business partners that assure employees a safe and healthy workplace that does not expose workers to hazardous conditions.

## All factories accepting Reebok International Ltd. orders agree:

- to apply Reebok's Human Rights Production Standards;
- to implement a grievance system and address complaints by workers; and
- to permit workers to freely assist in Reebok's process for assessing workplace conditions.

Factory management, including line supervisors, agrees to do this without engaging in or threatening to engage in retaliation of any kind against workers.

If you feel that your rights have been violated, Reebok encourages you to raise your concerns through the factory grievance system.

If your complaint is not resolved through the grievance system, or if you believe that you may be retaliated against for raising a complaint, please report violations of these policies to Reebok using the contact information provided below. Communications will be kept confidential.

[contact information here]

**Note:** The posting of this notice is not an endorsement by Reebok of factory compliance with the Reebok Human Rights Production Standards in this facility.

