



## PARTNERSHIP STANDARDS AND GUIDELINES 2025

We at Big Accessories recognize that our success is based on the quality of our relationships formed with customers, employees, agents, manufacturers, vendors and communities. To maintain the caliber of these relationships and to achieve our goal of providing the best value product in the most equitable manner, we share certain standards with our business partners. In establishing these standards, it is our desire to create mutual success with partners who share our commitment to quality products, quality business and community relationships.

### **LEGAL REQUIREMENTS**

Big Accessories expects all of its partners to comply with all of the applicable laws and regulations of the United States and those of the respective country of manufacture or exportation. This includes all laws from United States Customs and the local customs authority of the country origin. All products must be accurately labeled, clearly identified and legally documented as to their country of origin.

### **The Consumer Product Safety Improvement Act of 2008**

This law, prompted by a large number of product recalls of children's products, aims at improving consumer product safety. CPSIA pertains to items manufactured for children 12 and under. Big Accessories has already begun implementing the testing, compliance and COC procedures in compliance of the new CPSIA regulations. We verify that our youth styles listed below comply with these new CPSIA regulations in regards to lead testing of small parts, substrates and sharp point testing.

## **EMPLOYMENT PRACTICES**

Big Accessories firmly believes people are entitled to equal opportunity in employment. Although the company recognizes cultural differences exist, we seek business partners who demonstrate respect for the dignity of all people.

## **CHILD LABOR**

Big Accessories will not enter into a partnership with vendors who utilize child labor in the manufacturing of their goods. The term “child” generally refers to a person younger than the age for completing compulsory education and is clearly outlined in Convention 138 of the International Labor Organization (ILO).

## **HEALTH AND SAFETY REQUIREMENTS**

Big Accessories seeks partners who provide safe and healthy work environments for their workers, including adequate sanitation, hygiene facilities, living conditions, and protection from exposure to hazardous conditions or materials.

## **WORKING WAGES, HOURS, AND OVERTIME**

We expect our partners to offer wages, benefits and work conditions that are consistent with prevailing local industry standards. Big Accessories also expects them to comply with all applicable wage and hour laws, rules and regulations including those related to overtime.

## **PRISON OR FORCED LABOR**

Big Accessories will not conduct business with vendors who utilize prison, indentured or forced labor in the manufacture of its products.

## **ENVIRONMENTAL STANDARDS**

Partners must demonstrate a regard for the environment, as well as compliance with local environmental laws. Further, Big Accessories actively seeks partners who demonstrate a commitment to progressive environmental practices and preserving the Earth’s resources.

## **DOCUMENTATION AND INSPECTION**

Big Accessories intends to monitor compliance with our Partnership Guidelines and to undertake on-site inspection and photography of partners' facilities. We will review and may terminate our relationship with any partner found to be in violation of the Partnership Guidelines.