

SOCIAL ACCOUNTABILITY POLICY STATEMENT 2024

Broder Bros., Co., dba alphabroder has a tradition of conducting its business in an ethical manner that reflects respect for the public franchise under which we operate. As an International business, alphabroder is concerned with the worldwide state of human rights and environmental degradation. alphabroder follows the Fair Labor Association's (FLA) example and partners only with vendors that allow us full knowledge of the facilities used in their production. alphabroder and FLA utilize accredited third-party audit companies to ensure its business partners are socially compliant with all applicable international and local laws. Any effort to suppress any of these standards will be met with strong objection. alphabroder will consider any such actions on the part of vendors and factories when evaluating our business relations as our pledge to uphold these standards. When differences or conflicts in standards arise, the highest standard shall apply.

Diversity & Inclusion

We believe that business environments must create an atmosphere of equal opportunity promoting a social climate of inclusion. At alphabroder we base our core operating principles on values. The diverse ideas, perspectives and skills of our employees are our greatest asset and drive our continued evolution. Integrity and respect are the foundation from which we build all relationships with Employees, Customers, vendors, and business partners.

Employment Relationship

alphabroder vendors shall adopt and adhere to rules and conditions of employment that respect workers and at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Discriminatory Practices

alphabroder recognizes, and respects cultural differences found in the worldwide marketplace. No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

Harassment or Abuse

alphabroder vendors shall treat every employee with respect and dignity. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse.

Forced or Compulsory labor

alphabroder shall partner only with vendors which allow workers to accept their employment voluntarily. There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

Commitment to Responsible Recruitment

alphabroder is committed to the fair treatment of workers throughout the supply chain. One important part of this ongoing effort is working together with our global supply chain partners to drive positive change and eliminate the potential for forced labor in the countries from which we source products.

We commit to work with our global supply chain partners to create conditions so that:

- No worker pays for their job
- Workers retain control of their travel documents and have full freedom of movement; and
- All workers are informed of the basic terms of their employment before leaving home.

Child Labor

alphabroder shall partner only with vendors who take a strong stance against the use of child labor. Vendors are expected to comply with local and international laws in defining the term “Child”. No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

Human Trafficking and Slavery

alphabroder will not partner with vendors who engage in or support the use of human trafficking or slavery within their organizations and/or their international supply chain.

Freedom of Association and Collective Bargaining

alphabroder adopts an open attitude toward worker’s rights and their freedom to associate with others, form, and join (or abstain from joining) organizations of their choice, collective bargaining, without interference, discrimination, retaliation, or harassment. Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Health, Safety and Environment

alphabroder vendors shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or because of the operation of employers’ facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

Working hours and overtime

alphabroder shall work with vendors who do not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of the regular and overtime hours in a week shall not exceed 60 hours.

Fair Wages

alphabroder shall partner with vendors who share our commitment to the betterment of wage and benefit levels that address the basic needs of workers and their families. Every worker has a right to compensation for a regular work week that is sufficient to meet the workers’ 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. Where compensation does not meet workers’ basic needs and provide some discretionary income, vendor shall take appropriate actions that seek to progressively realize a level of compensation that does.

Product Safety

alphabroder is committed to aligning themselves with only those vendors dedicated to ensuring the health and safety of our customers. Merchandise manufactured on behalf of alphabroder must meet or exceed all applicable U.S. and Canadian government product safety and quality standards.

Corruption and Bribery

alphabroder is committed to acting professionally, fairly, and honestly in all our business operations. alphabroder prohibits the offering, giving, solicitation or the acceptance of any bribe or corrupt incentive in any form.

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