GYMSHARK

CODE OF CONDUCT

The Gymshark vision is centred around progression and innovation, and this goes beyond just the products we create. We also strive to raise the bar in the impact we have on our entire community, including our supply chain.

Everyone involved in the creation of the Gymshark brand and its products is a part of our Family and is entitled to the corporate fulfilment of our legal, ethical and equitable values on staff welfare and conditions. We uphold a devotion to our responsibility to the fair treatment of every person who contributes to Gymshark. We must ensure that this devotion is shared by all Gymshark partners, including suppliers and affiliates.

The Gymshark Code of Conduct states our absolute minimum workplace standards for all partners. These fundamental values are not an objective; they are an obligation. Gymshark will work collaboratively with all partners and suppliers to ensure that the impact of our brand – at every touchpoint – is a positive one, from supply chain to gym floor.

Ultimately, Gymshark affirms that everyone actively associated with the company is not an asset in a headcount of employees, but a person in a community of individuals.

EMPLOYMENT RELATIONSHIP

Every partner must adopt and adhere to rules and conditions of employment that respect their employees and, at minimum, safeguard their right under national and international labour and social security laws and regulations. All work for the partner must be part of a recognised employment relationship, established through national law and practice. Homework arrangements are not permitted for the production of Gymshark products.

NO DISCRIMINATION

It's the partner's responsibility to ensure all employees and applicants are not subject to discrimination in employment, including hiring, terms and conditions of engagement, working conditions, compensation, promotion, training, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

NO HARASSMENT OR ABUSE

The partner must ensure every employee is treated with respect and dignity, and that employees are not subject to physical, sexual, psychological or verbal harassment or abuse. All threats of such behaviour are strictly prohibited.

WORK FREEDOM OF CHOICE

Partners must not use forced labour, including prison labour, indentured labour, bonded labour or other forms or forced labour, and all workers must have voluntarily elected for employment under the partner. No-one employed by the partner should be made to lodge "deposits" or their identity papers with the partner to gain work and everyone must be free to leave the partner after reasonable notice.

NO CHILD LABOUR

No partner will employ – either directly or indirectly – any person under the age of 15 years, under the national age for completion of compulsory education or under the national legal working age. Under no circumstances will any partner employ a person under the age of 18 to work at night or in hazardous conditions.

RESPECT FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Every partner shall recognise and respect the right of their employees to freedom of association and collective bargaining, and their right to join or form trade unions or any other type of employee organisation of their own choosing.

SAFE WORKPLACE

The partner must provide a safe and healthy workplace, by taking adequate and appropriate steps to prevent accidents and injuries to health arising out of, associated with or occurring in the course of work by minimising - so far as is reasonably practicable - the causes of hazards inherent in the working environment. All health and safety law, applicable to the relevant partner, must be adhered to and every partner must ensure their employees receive regular and recorded health and safety training.

WORKING HOURS AND OVERTIME

The regular and overtime hours allowed by the law of the country of employment must not be breached by any partner. The hours of the regular work week must never exceed 48 hours. The partner must allow workers a minimum of 24 consecutive hours of rest in every seven-day period. Any overtime work done by an employee must be consensual. The partner must not request overtime on a regular basis and will compensate all overtime work at a premium rate. Other than in exceptional circumstances, the total sum of regular and overtime hours in a week must not exceed 60 hours.

COMPENSATION IS FAIR

Every partner must acknowledge that all employees have a right to compensation for a regular work week that is sufficient to meet the employee's basic living needs and provide some discretional income. The partner must pay all employees' wages for the regular working week that meet at least the relevant national minimum wage or appropriate prevailing wage, whichever is higher, and provide all legally mandated benefits. The partner must also provide their employees with a clear and detailed account of their wages for each pay period and cannot make deductions illegally or for disciplinary purposes. Where compensation does not meet workers' basic needs and provide some discretionary income, each partner shall work with Gymshark to take appropriate actions that seek to progressively realize a level of compensation that does.

THE ENVIRONMENT IS RESPECTED

The partner must adhere to all applicable, regulatory environmental requirements including, but not limited to, water, chemical, energy, air, sound and waste management to ensure that negative environmental impacts from the workplace are minimised.

MONITORING

Every partner's adherence to Gymshark's Code of Conduct will be reviewed through the process of consultation. The consultation process may be led by Gymshark or its authorised representatives and may be conducted virtually or through on-site visits at least once in every 2-year period. Consultation activities include, but are not limited to, worker and management interviews; document review, site tours and access to partner provided accommodation for workers. Gymshark expects partners to welcome Gymshark representatives throughout this process and provide their full cooperation.

For partner's who are Participating Suppliers of the Fair Labor Association and have had their social compliance programmes accredited, Gymshark may reduce the frequency of consultation activities for their facilities.

COMMITMENT TO CONTINUOUS IMPROVEMENT

Should a partner be found in breach of the Code resulting in the violation of workers' primary needs detailed in the Shared Fitness documentation, Gymshark will work together with the facility to remediate through the resolution process. Future business with Gymshark is conditioned upon the partner's engagement in the resolution process and a commitment to continuous improvement. Should a partner not be committed to continuous improvement or be in alignment with Gymshark's values, it may lead to a decrease in business or ultimately exit from the sourcing relationship.

WE'RE LISTENING

Everyone has the need to be heard. If you would like to speak to Gymshark directly you may contact us anonymously and in a language of your choice at: https://report.syntrio.com/gymshark or standard-reports@mitratech.com (emails must include company name with report)

In the event that you are not satisfied with the response from your facility or Gymshark, you can contact the Fair Labor Association's complaint channel at: TPC@fairlabor.org.