

Manufacturers Code of Conduct

September 1 2023



Our Commitment

At Delta Kayaks we are dedicated to sustainable practices throughout our entire supply chain. In line with our values of integrity and respect, we are committed to both the fair, safe and inclusive treatment of our people as well as the responsible stewardship of our planet. We require these same commitments from our supply partners.

Regulatory Compliance

Suppliers must comply with all applicable laws and regulations in the countries where they operate, including those related to labour, social security, and environmental protection.

Labour & Human Rights

Voluntary Employment

Forced labour, including prison labour, indentured labour, bonded labour, or any other form of involuntary work, is strictly prohibited.

Child Labour

No person under the age of 16 or under the age of compulsory education (whichever is higher) will be employed.

Non-discrimination

Suppliers must not discriminate in any aspect of employment, including hiring, compensation, advancement, discipline, termination, or retirement, based on gender,

race, religion, age, disability, sexual orientation, pregnancy, nationality, political opinion, social group, or ethnic origin.

Harassment and Abuse

All employees must be treated with respect and dignity. No employee will be subjected to physical, sexual, psychological, or verbal harassment or abuse.

Freedom of Association

Suppliers must respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities.

Working Hours

Suppliers must not require employees to work more than the maximum regular and overtime hours permitted by the laws of the country in which they are employed. Overtime work must be voluntary and properly compensated, with employers making efforts to avoid requesting overtime on a regular basis.

Compensation

Suppliers must pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any benefits required by law or contract.

Health & Safety

Suppliers must comply with the international, regional and national health and safety standards applicable to their business activities. Suppliers must provide a safe and healthy work environment, taking necessary measures to prevent accidents and health

risks and ensuring that their employees are provided with adequate personal protective equipment. The same standards apply to residential facilities, if provided.

Ethics

Business Integrity

Suppliers must maintain the highest standards of corporate ethics and integrity and comply with all applicable federal, provincial, state and local laws, regulations and procedures. Any form of corruption, extortion, embezzlement or falsifications is prohibited.

Intellectual Property

Suppliers will respect intellectual property rights and comply with all applicable legislation pertaining to intellectual property rights.

Fair Business, Advertising and Competition

Suppliers will comply with all applicable legislation relating to fair business practices, anti-trust standards, and lawful advertising.

Privacy

Unless disclosure is authorized or legally mandated (for example by court order), Suppliers will protect the confidentiality of employee and customer information in compliance with applicable privacy legislation, irrespective of whether the information and data was provided by the employee or customer, or was created by the Supplier. Suppliers should consider all non-public information to be confidential.

Environment

Suppliers must comply with all applicable statutes, regulations, guidelines, codes of practices, orders from and agreements entered into with government authorities relating to the protection and conservation of the environment, including the use, handling, storage, transportation and disposal of regulated hazardous substances.

Assessment & Monitoring

Delta Kayaks reserves the right to review and monitor the Supplier's practices as they relate to this Code of Conduct on an ongoing basis.

Supply Chain Transparency

Suppliers must be transparent about their supply chains and maintain traceability of materials and production processes to enable assessment of social and environmental impacts.