



## Fair Labor Policy

1. **Introduction.** Campus Stripes is committed to maintaining just and fair labor standards within its own operations and throughout its supply chain. While Campus Stripes currently only does business with US-based companies, it will strive to ensure that businesses and suppliers throughout its supply chain uphold this policy.
2. **Nondiscrimination.** No employee, contractor or customer shall be subject to any discrimination, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, veteran status or ethnic origin.
3. **Prohibition Against Harassment and Abuse.** Every employee, contractor and customer shall be treated with respect and dignity. No employee, contractor or customer shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
4. **Prohibition Against Forced Labor.** Campus Stripes and its suppliers shall not use forced labor, prison labor, indentured labor, bonded labor or other forms of forced labor.
5. **Prohibition Against Child Labor.** No person shall be employed by Campus Stripes or its suppliers under the age of 15 or under the age for completion of compulsory education, whichever is higher.
6. **Freedom of Association and Collective Bargaining.** Campus Stripes and its suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining.
7. **Health, Safety & Environment.** Campus Stripes and its suppliers shall provide a safe and healthy workplace setting to prevent accidents and injury arising out of, linked with or occurring in the course of work or as a result of the operation of employers' facilities. Campus Stripes and its suppliers shall comply with all environmental laws of the country where work takes place and make efforts to adopt responsible measures to mitigate negative impacts the workplace has on the environment.
8. **Hours of Work.** Campus Stripes and its suppliers shall 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 workweek shall not exceed 40 hours. All overtime work shall be consensual. Campus Stripes and its suppliers shall allow workers at least 24 consecutive hours of rest in every seven-day period. Campus Stripes and its suppliers shall not request overtime on a regular basis and shall compensate overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.
9. **Compensation.** Campus Stripes believes every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Campus Stripes and its suppliers shall pay at least the minimum wage of the country where the workers are employed, comply with all legal requirements on wages and provide any benefits required by law or contract.
10. **Responsible Staff Member.** The Campus Stripes CEO shall be responsible for monitoring and enforcing this policy. For further information, contact info@campusstripes.com.
11. **Adoption and Amendment.** This Policy was initially adopted on February 2, 2026. Amendments have been adopted as follows:
  - a. None.

Approved by: Fred Maglione, CEO

