



ARENA CODE OF CONDUCT

arena is committed to guarantee the highest possible level of integrity in every aspect of its activity and the absolute respect of human rights. For this reason, arena is fully committed to comply with fundamental principles, such as the laws in force, the provisions of the International Labour Organisation, the UNO Universal Declaration on Human Rights, the Conventions on the rights of Children, as well as the elimination of any kind of discrimination.

For these reasons arena is willing to start and keep alive business partnerships exclusively with those Suppliers who share arena commitment to best practices and full accordance to the minimum standards set forth in this Code for the respect of workers' rights and the promotion of their well-being, as well as full respect of the environment and strong commitment to make any possible action to minimize negative impact of whatsoever kind on it, including waste reduction, responsible use of resources. When differences or conflicts in standards arise, affiliated companies are expected to apply the highest standard. All these aspects are key in suppliers' evaluation and selection.

EMPLOYMENT RELATION

Employers shall comply with and respect employment rules and conditions which are not detrimental for employees and are aimed at least at protecting their rights, in compliance with national and international labour and social security laws and regulations.

NON-DISCRIMINATION

In the framework of the employment relation, no employee nor worker shall be subject to or suffer from any kind of discrimination with regard to hiring, compensation, career development, discipline, termination, or retirement based upon gender, race, ethnic origin, religious belief, age, disability, sexual orientation, geographical origin, political belief, and social group.

RESPECT AND DIGNITY (NO HARASSMENT, NO VIOLENCE)

Each employee shall be treated with respect and dignity. No employee shall suffer from any kind of physical, sexual, or psychological harassment or violence, nor verbal abuse.

FORCED LABOUR

The Supplier does not use forced labour in any form -- prison, indentured, bonded or otherwise.

CHILD LABOUR

The Supplier shall not employ nor use in any other way any worker below the age of 15 or below school-leaving age, whichever is higher.

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

The Supplier must recognize and fully respect the right of employees to collective bargaining and freedom of association.

ENVIRONMENT

The Supplier must comply with all applicable environmental laws and shall maintain written environmental policies and procedures when required.

The Supplier shall agree to be monitored separately for environmental responsibility.

Factories shall continuously monitor, and disclose to arena, their energy and natural resources usage, emissions, discharges, carbon footprint and disposal of wastes.

Suppliers shall be strongly committed to take any possible action to minimize negative impact of whatsoever kind of environment, which may derive from their activity.



HEALTH AND SAFETY

The Supplier shall ensure a safe and healthy working environment to prevent accidents and injuries due to or occurring during work or resulting from suppliers' facilities.

HOURS OF WORK

The Supplier complies with legally mandated work hours according to respective national laws. The standard weekly hours of work shall not exceed 48. The Supplier shall provide 24 consecutive hours of rest in every seven-day period. Overtime shall not be the standard practice nor mandatory but made on a voluntary and optional basis and fully rewarded at a premium rate. In any case, the supplier shall require overall no more than 60 hours of work (ordinary and overtime) per week, save under exceptional circumstances.

COMPENSATION

Every worker has the right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. The Supplier shall provide each employee with at least the minimum wage or prevailing wage applicable in their country for their sector, whichever is higher; the Supplier shall comply with all the law provisions regarding compensation, while also offering fringe benefits in accordance with law or employment contract. In case compensation is below the minimum level and does not cover the employees'/workers' essential needs and does not guarantee some discretionary income, each Supplier shall, in collaboration with arena, take the appropriate measures so as to gradually reach a satisfactory compensation level.

COMMUNITY

There is no value of economic success in any industrial initiative unless there is also a commitment to social progress.

arena is committed to supporting "fair compensation" initiatives aimed at improving the gap between the legal minimum wage and the fair wage of its employees and all workers in its supply chain.

arena also encourages all Suppliers and their employees to get involved in local social and environmental community charity initiatives by volunteering time and/or providing other types of support.

SOURCING AND SUBCONTRACTING

All sources of supply (raw materials, accessories, semi-finished goods, finished goods, etc.) must comply with this code. arena does not permit subcontracting without its prior written approval.

The Supplier shall also guarantee compliance by each approved sub-contractor involved in arena products manufacturing.

CONFIDENTIAL COMMUNICATION WITH ARENA (REPORTING GRIEVANCES)

If you think that your rights are not respected or that your complaint has not been properly dealt with at your workplace and is below your expectations, you can contact arena by e-mail at grievance@arenasport.com.

All the communications will be strictly confidential. Feel free to write using your mother tongue.

As an essential requisite for running business relations with arena, Suppliers shall implement and integrate the Code of Conduct into the area devoted to arena productions, submit to inspections and monitoring activities, visibly affix the Code of Conduct within the arena production area as well as all the freely accessible areas of their facilities, in the local languages or in the languages of the employees/workers.

Moreover, Suppliers shall inform their employees/workers about their rights and obligations, as set forth by arena Code of Conduct at the workplace and in accordance with the local laws in force.

The arena Workplace Code of Conduct is available in multiple languages and will be sent upon request.