

**5.10 Environmental Responsiveness**

E&I encourages Respondents to be responsive to environmental concerns. Most members have projects and programs related to environmental concerns, the purchase of recycled products, and the sustainable campus. Some of the goals are to (1) increase student and faculty satisfaction and retention, (2) reductions of operating and maintenance costs, (3) reduction in risk management and liability exposure, and (4) positive community and environmental influence.

Provide information concerning manufacturer's purchase and use of recycled products for the production of the furniture. Also, include information concerning the use of "green" products or the elimination of production waste (i.e. fabrics, foams, paint, packing material, reduction in paper, reuse of production byproduct, etc.). Describe any additional programs and processes aimed at being environmentally responsible.

Provide information in regards to product certification for "green" product lines. Indicate how "green" products are identified in your product line. Provide information on how "green" products are promoted and recommended for projects.

In regards to environmental responsiveness, VWR is very active in the use of recycled goods including paper, plastics and glass. We also use environmentally friendly packaging wherever possible and we also stress this with our suppliers. VWR supports the recycling of our catalogs in years of print. As part of VWR's Managed Services offering, we also work with our customers to mutually agree upon areas where VWR can provide recycling services. This is provided on a fee basis.



**ARAMARK UNIFORM SERVICES  
VENDOR CODE OF CONDUCT**

BY SIGNING BELOW, THE UNDERSIGNED (REFERRED TO HEREIN AS "VENDOR", WHETHER PROVIDING SERVICES OR MATERIALS) ACKNOWLEDGES THAT ARAMARK UNIFORM & CAREER APPAREL, LLC AND ITS DIVISIONS, SUBSIDIARIES AND AFFILIATES (COLLECTIVELY, "ARAMARK" OR THE "COMPANY") DOES NOT CONDONE OR PERMIT THE VIOLATION OF ANY APPLICABLE UNITED STATES, FOREIGN OR INTERNATIONAL LAWS, RULES OR REGULATIONS, INCLUDING, WITHOUT LIMITATION, ANY LAWS GOVERNING EMPLOYMENT OR LABOR, THE ENVIRONMENT, THE PROVISION OF SERVICES OR THE SALE OF GOODS. VENDOR FURTHER ACKNOWLEDGES THAT COMPANY DOES NOT CONDONE OR PERMIT THE USE OF CHILD, FORCED, INDENTURED, PRISON, INVOLUNTARY, OR UNCOMPENSATED LABOR IN THE MANUFACTURING OF ANY MATERIALS FOR ARAMARK UNDER ANY CIRCUMSTANCES OR ANY ACTIVITIES WHICH ARE IN VIOLATION OF INTERNATIONAL AGREEMENTS OR APPLICABLE CUSTOMS OR OTHER LAWS, INCLUDING, BUT NOT LIMITED TO, FALSE DECLARATIONS OF COUNTRY OF ORIGIN OR OTHER FALSE DOCUMENTATION, COUNTERFEIT VISAS OR ILLEGAL TRANSSHIPMENT TO EVADE THE TEXTILE QUOTA RESTRAINT AGREEMENTS NEGOTIATED BETWEEN THE COUNTRY OF EXPORT AND THE COUNTRY OF IMPORT. VENDOR ACKNOWLEDGES A POLICY AGAINST ENGAGING IN ANY ILLEGAL ACTIVITIES AND WILL NOT PURCHASE PRODUCTS OR SERVICES PROVIDED THROUGH THE USE OF ANY UNLAWFUL OR UNETHICAL PRACTICES.

In furtherance of the foregoing, Vendor represents and warrants that Vendor complies with the following:

**Child Labor:** Vendor does not use workers that are younger than 15 years of age (or 14 years of age where consistent with International Labor Organization guidelines and the local law allows such exception) or the age for completing compulsory education, or the minimum age established by law, whichever is greater. Vendor observes all legal requirements for work of employees under 18 years of age, particularly those pertaining to hours of work and working conditions.

**Compensation and Benefits:** Vendor pays at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits.

**Environment:** Vendor complies with environmental laws, rules, regulations and standards applicable to its operations.

**Forced Labor:** Vendor does not use involuntary or forced labor, either indentured, bonded or otherwise.

**Freedom of Association:** Vendor recognizes and respects the right of its workers to exercise lawful rights of free association, including joining or not joining any association.

**Harassment or Abuse:** Vendor provides a work environment free of harassment, abuse or corporal punishment in any form.

**Health and Safety:** In accordance with applicable local laws, rules and regulations, Vendor provides a safe and healthy work environment. Where residential housing is provided for workers, Vendor provides safe and healthy housing.

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VENDOR INITIALS: \_\_\_\_\_ DATE: \_\_\_\_\_

Page | 1

## **1. COOLIBAR, INC. CODE OF CONDUCT POLICY**

### **General Principle**

At Coolibar, we recognize that our success is based on the quality of our relationships with customers, employees, agents, suppliers, and communities. To maintain the high caliber of these relationships and to achieve our goal of always providing the best value product in the most equitable manner, we have established standards for our business Suppliers. In communicating these guidelines, we hope to identify potential Suppliers who share our commitment to quality products, quality business principles and quality community relationships. We will only engage business Suppliers who demonstrate a commitment to contribute to the improvement of working conditions and strive to meet our requirements.

### **Legal Requirements**

Coolibar expects all of its business Suppliers ("Suppliers" as used in this Code of Conduct Policy shall include all agents, vendors, manufacturers, factories and subcontractors) to comply with the applicable laws and regulations of the United States and those of the respective country of manufacture or exportation, including, but not limited to, the Fair Labor Standards Act (<http://www.dol.gov/whd/garment/contractorGuide.pdf>).

All products must be accurately labeled and clearly identified as to their country of origin and content. The language to be used for purposes of notice and interpreting the meaning of these guidelines shall be English.

### **Child Labor**

Child Labor means the unlawful use of children who are less than the age of compulsory schooling in the country of manufacture and, in any case, less than 15 years of age. If the country of origin specifies rules and regulations for workers of 15 to 17 years of age, these laws must be followed to the satisfaction of the local government.

Furthermore, Suppliers of any kind will not expose anyone under the age of 18 to situations in or outside of the workplace that are hazardous, unsafe or unhealthy, and will provide adequate protection from exposure to hazardous conditions or materials.

Use of child labor is not permissible. Coolibar will not utilize partners who use child labor in any of their facilities. Coolibar supports the development of legitimate workplace apprenticeship programs for the educational benefits of younger people. Factories should encourage and allow eligible workers, especially younger workers,

# AIA Corporation

## THE ALLIED GROUP'S COMMITMENT TO ETHICAL AND RESPONSIBLE CONDUCT

Our Company believes we must not only meet the expectations of our customers and consumers, we must exceed those expectations. To that end, we have adopted standards for the safety, quality and integrity of our products and processes and we are committed to respecting the rights of individuals and protecting the environment. We are dedicated to complying with all applicable laws and to conduct business in an ethical and responsible manner.

### Product Safety

We will comply with all applicable laws and regulations regarding safety of products we sell. We will meet applicable recognized voluntary industry standards for our products and processes.

### No Abuse Of Labor

We will not use any form of forced labor, including indentured, prison, bonded or slave labor. We will not use physical or verbal harassment or abuse to discipline employees.

### No Child Labor

We will not use child labor. We will comply with all minimum age provisions of applicable laws and regulations.

### Freedom Of Association

We respect the rights of employees to associate or organize, or join a union without fear of reprisal or interference. If employees are represented by a union recognized under law, we respect the right to bargain collectively.

### No Discrimination

We will not discriminate in hiring and employment practices on the basis of age, nationality, race, religion, social or ethnic orientation, gender or disability.

# SANMAR

October 7, 2013

To Whom It May Concern:

SanMar is proud of its strong commitment to Responsible Sourcing. We require that each of our suppliers adhere to our rigorous Social Compliance Standards and Global Operating Principles. These Principles are based on labor standards established by the International Labor Organization and are consistent with the Fair Labor Association's (FLA) Workplace Code of Conduct.

As an Accredited Participating Company (PC) of the FLA, our suppliers are required to submit to independent monitoring by the FLA. Factories that are selected for monitoring are chosen at random by the FLA without any prior knowledge to either the factory or to SanMar. We believe this creates a high level of accountability and transparency at the factories which manufacture our products.

In addition to the monitoring activities of the FLA, both our Compliance Team and independent third party auditors perform periodic and unannounced compliance audits at the facilities of each supplier involved in the production of our proprietary products. Should we discover that any remediation is required, our Compliance Team works closely with the supplier and the facility to ensure that timely corrective actions are taken as well as appropriate monitoring and verification.

For your reference, we have enclosed the FLA Workplace Code of Conduct and Principles of Responsible Sourcing. You can also find additional information regarding FLA procedures for Participating Companies at [www.fairlabor.org](http://www.fairlabor.org).

Sincerely,

Louise Mickelson  
Sales Support Supervisor  
22833 SE Black Nugget Road, Suite 130  
Issaquah, WA 98029  
Direct 206-727-6438 | Fax 206-727-3312

Corporate: 22833 SE Black Nugget Road, Suite 130 | Issaquah, WA 98029 | Phone 206.727.6438 | Fax 206.727.3312

Ohio: Phone 604.455.6360 | Fax 604.455.6364 | [usa@sanmar.com](mailto:usa@sanmar.com)

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*Industrial Uniforms • Workwear • Corporate Apparel • Sportswear • Custom Embroidery • Screenprinting*

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Strategic Sourcing Specialist  
Tufts University Purchasing  
160 Holford Street  
Somerville, MA 02154  
ATTN: Paul Wagner

Re: Fair Labor Conformity

October 25, 2014

Dear Paul,

After contacting all of the manufacturers that we purchase products from to fulfill uniform orders to meet Tufts University's uniform needs, to the best of my knowledge, they all have committed to conforming to the highest degree of domestic and international laws, regulations, as it pertains to applicable fair labor standards.

They claim to only deal with contractors that adhere to a Code of Conduct in maintaining fair and ethical business practices, including meeting applicable fair labor standards. As previously noted, none of the clothing provided by Action Apparel, Inc. is manufactured in Bangladesh.

Action Apparel will not knowingly provide products to Tufts that are manufactured by suppliers that do not follow fair labor practices.

Hopefully this information satisfies your request. Please let me know if I can be of further assistance.

Very truly yours,

Art Shapiro  
Director of Sales, Action Apparel, Inc.