

MEC SUPPLIER CODE OF CONDUCT

Mountain Equipment Co-op (MEC) is committed to understanding and continuously improving social and environmental conditions in our supply chain. MEC believes that suppliers who work to continuously improve social and environmental standards will also have in place the essential foundation to consistently produce first quality goods.

As a condition to doing business with MEC, MEC requires our suppliers to uphold the following Code of Conduct, which sets out our minimum standards for workers' rights and environmental responsibility. MEC monitors compliance to our Supplier Code of Conduct and we require full and open access to the facilities where our products are made. MEC is committed to ensuring that the workers who make our products are fairly treated in safe and healthy workplaces.

COMPLYING WITH THE LAW

Employers shall comply with all legal and regulatory requirements in the country where they do business. This requirement includes the safeguarding of workers' rights under national and international labour and social security laws and regulations.

VOLUNTARY EMPLOYMENT

There shall not be any use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or other forms of forced labour.

CHILD LABOUR

No person shall be employed under the age of 16 or under the age for completion of compulsory education, whichever is higher.

NON-DISCRIMINATION

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

HARASSMENT OR ABUSE

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

HOURS OF WORK

Employers 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 work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all 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.

COMPENSATION

Every worker has a right to compensation for a regular work week that is sufficient to meet the workers' basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each contractor employer shall take appropriate actions that seek to progressively realize a level of compensation that does.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining. Where the right to freedom of association is restricted under law, employers must provide workers alternative means of association, including effective means to express and remedy workplace grievances.

HEALTH AND SAFETY

Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. The same standards shall apply to residential facilities, where they are offered.

ENVIRONMENT

Suppliers shall comply with environmental laws and adopt credible, proactive measures to mitigate negative impacts on the environment. MEC requires suppliers to be transparent about environmental impacts and steps taken to mitigate those impacts, and commits to work with our suppliers to identify priorities for action and opportunities for improvement.

COMMUNITY

MEC encourages suppliers to engage directly or through partnerships in projects that improve the social well-being of employees and their families in the local community.

QUALITY

Quality assurance begins at product design and continues through to the development, production and final delivery of products to MEC. Suppliers shall have procedures and management systems in place that support the consistent delivery of quality products on every MEC order.

TRANSPARENCY IN THE SUPPLY CHAIN

Suppliers shall be transparent about their supply chains and all subcontracting must receive approval from MEC. A clear system that provides traceability of materials and production leads to better quality and allows MEC to assess the social and environmental impacts of our products.

Confidential Grievance Channel

If you believe your rights have been violated, please email MEC at workers.rights@mec.ca.

All communications are confidential.

As adapted from the Fair Labor Association's Code of Conduct and International Labour Organization Standards.

