

## WORKPLACE CODE OF CONDUCT

At lululemon athletica, our core values are: **Quality, Product, Integrity, Balance, Entrepreneurship, Fun and Greatness.** When choosing manufacturers and vendors, we will work with people who have common values and operate using responsible business practices.

In our business, we can only deliver quality products if we retain satisfied employees who are treated with respect. Ultimately, our employees have a choice to work with us and we will only attract the best people if we are committed to fairness and honesty. As such, we work with manufacturers and vendors that have open, direct relationships with their workers and manage their business within the following **Workplace Code of Conduct.**

**CHILD LABOUR:** No person shall be employed at an age younger than 16 or the age for completing compulsory education, or the local legal age limit, whichever is higher. As a measure of increased compliance to age standards, manufacturer shall not use homework of any kind for lululemon production.

**FORCED LABOUR:** There shall not be any use of forced labour including prison, indentured or bonded labour.

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

**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING:** Employers shall recognize the right of employees to freedom of association and collective bargaining.

**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.

**HEALTH AND SAFETY:** Employers shall provide and promote a safe and healthy working environment. Employer has written health and safety policies and standards and implements system to reduce worker injury and accidents at employer workplace and living facilities.

**WAGES AND BENEFITS:** Employers recognize that wages are essential to meeting employees' basic needs. Employers shall pay employees, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and shall provide legally mandated benefits.

**HOURS OF WORK AND OVERTIME:** Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary circumstances. Local standards will apply in countries where the maximum workweek is less. Workers shall be entitled to at least one day off in every seven-day period. In accordance with country laws, employees shall be compensated for overtime hours at a premium above their regular hourly rate. Employer must keep complete and accurate employee work and pay records.

**ENVIRONMENTAL RESPONSIBILITY:** Manufacturers and vendors must be working towards environmental improvements (may include: waste reduction, pollution prevention, proper waste disposal, sustainable and efficient use of natural resources) in their operations.

Manufacturer agrees, in addition to complying with all applicable local laws, to comply with this Workplace Code of Conduct. Manufacturer agrees to maintain on file all documentation necessary to demonstrate compliance with this Code of Conduct and agrees to make these documents available for lululemon or its agents, and agrees to submit to inspections with or without prior notice.

Manufacturer also shall require its licensees and contractors to comply with applicable local laws and with this Code.

Manufacturer must post this Code in all major workplaces, in English and language of employee, and must train employees on their rights and obligations defined by this Code and applicable law.

Any cases of non-compliance with this Code should be reported to lululemon athletica immediately.  
Email: [code@lululemon.com](mailto:code@lululemon.com)