

## **Ethical Manufacturing Commitment Statement**

At Tyndale, we are committed to ensuring that all our products are manufactured humanely. Our commitment extends to our network of Suppliers and business partners to commit to and uphold our high standards of integrity, values, and operating principles. We take pride in our ethical practices and strive to maintain the highest standards of social and environmental responsibility throughout our supply chain.

Tyndale products are produced under conditions that prioritize the well-being of workers and the sustainability of our planet. As outlined in ***Tyndale's Supplier Code of Conduct*** included below, we enforce strict policies to ensure fair wages, safe working environments, and the humane treatment of all employees involved in the manufacturing process.

### **Commitment to Ethical Manufacturing**

Tyndale complies with all human and labor rights and labor obligations that are imposed by law in the country in which the goods are manufactured, including but not limited to abusive forms of child labor, slave labor, convict or forced labor, or sweatshop labor. We strongly prefer to do business with Suppliers and business partners who demonstrate a strong commitment to ethical behavior.

### **Fair Wages and Safe Working Conditions**

We believe in fair compensation for all workers. Our manufacturing partners pay wages that meet or exceed the legal minimum in their respective countries, and we ensure that benefits such as healthcare, sick leave, and retirement plans are provided. Furthermore, we mandate safe and healthy working conditions. Regular audits and inspections are conducted to ensure compliance with safety regulations and to prevent accidents and injuries.

### **Non-Discrimination and Equal Opportunity**

Tyndale does not tolerate any form of discrimination in the workplace. We are committed to diversity and inclusion in the work environment. Tyndale expects its suppliers to strive for the same.

### **Environmental Responsibility**

We are committed to minimizing our environmental footprint through eco-friendly manufacturing practices. This includes reducing waste and using sustainable materials wherever possible.

### **Transparency and Accountability**

Transparency is key to our operations. We openly share information about our manufacturing practices and supply chain, allowing for independent audits and public reporting. This openness ensures that our customers can trust the integrity of our products and the processes behind them.

### **Additional Evidence and Support**

We understand the importance of trust and verification. Therefore, we are happy to provide additional evidence and documentation to support our claims. This includes certifications, audit reports, and detailed information about our manufacturing partners and their compliance with our ethical standards.



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# Supplier Code of Conduct

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Tyndale Company operates with high ethical business standards and integrity in the communities where we work and live and has done so for more than thirty years. To preserve the trust placed in us, we count on our team Members and our network of Suppliers and business partners to commit to and uphold our high standards of integrity, values, and operating principles. In addition to the commercial issues noted below, we also vet all suppliers of AR/FR fabrics and garments for standards, technical and labeling compliance.

## 1. Ethics

- A. Tyndale is fully committed to conducting business ethically and lawfully in countries where we operate across our supply chain. We strongly prefer to do business with Suppliers and business partners who demonstrate a strong commitment to ethical behavior.
  - i. Suppliers conduct their business in accordance with the highest ethical standards and have controls in place that prohibit and detect the misuse of company assets, corruption, bribery, improper gifts, extortion, embezzlements and even the appearance of conflicts of interest.
  - ii. Suppliers' business dealings should be fair, legal, and honest.
  - iii. Suppliers must abide by all applicable anti-corruption laws and regulations of the countries in which they operate, and applicable international anti-corruption conventions.
  - iv. If Suppliers and business partners extend any business courtesies to our members, they will do so infrequently, and the courtesies must be of no more than moderate value. Suppliers and business partners will also accurately reflect their business dealings in their books and records.
  - v. Suppliers and business partners will not disclose Tyndale's confidential information to any other person or entities without prior written consent from Tyndale.
  - vi. To the extent that Suppliers and business partners transports goods for Tyndale into the United States, Suppliers must comply with the C-TPAT (Customs-Trade Partnership against Terrorism) security procedures on the U.S. Customs website at [www.cbp.gov](http://www.cbp.gov) (or other website established for such purpose by the U.S. government).

## 2. Labor

- A. Tyndale does not tolerate any form of child labor in our supply chain.
- B. Tyndale does not tolerate any form of abusive or illegal labor in our supply chain such as forced labor or human trafficking. Tyndale requires that all labor in its supply chain be voluntary and that workers are allowed freedom of movement. All forms of forced labor and human trafficking are prohibited including but not limited to any form of prison, slave, bonded or forced indentured labor.
- C. Suppliers and business partners must adhere to all federal, state, and local employment laws, including adherence to minimum wage requirements.

- D. Tyndale suppliers must adhere to UN's Guiding Principles on Business and Human Rights (Ruggie Principles). Ruggie Principles: Making a public commitment to respect human rights; identifying, preventing, mitigating, and accounting for damage caused to human rights. Tyndale suppliers must implement a human rights due diligence system. Tyndale suppliers, contractors, subcontractors, partners and other important business partners must respect human rights in all areas where they carry out their activities and allows the termination of the contract in case of detected violations.

### 3. Health, Safety, Environment and Quality

- A. Tyndale is dedicated to providing safe, high-quality products and expects our Suppliers to help us meet this commitment.
- i. Products and services delivered must meet or exceed safety and quality standards required by applicable law and Tyndale Company's quality assurance and vetting standards.
  - ii. Any concerns about product safety or quality must be reported to Tyndale Company.
- B. Tyndale is committed to reducing our environmental impact across our supply chain and to supporting sustainable operational practices. We work with our Suppliers who are critical partners in our efforts to responsibly and sustainably source our materials, packaging materials and other goods and services in a way that will help reduce our impact on air, land, and water.
- C. Tyndale requires that all workers within its supply chain be provided with a safe and healthy working environment.
- i. Workers have the right to refuse and report unsafe or unhealthy working conditions regardless of role, title, or responsibility.
  - ii. Workers are trained on the appropriate occupational health and safety policies and procedures. Workers are provided appropriate protective equipment and instructed on appropriate use.

### 4. Diversity

- A. Tyndale does not tolerate any form of discrimination in the workplace. We are committed to diversity and inclusion in the work environment. The Company expects its suppliers to strive for the same.
- i. Discrimination in the workplace that is based on the grounds of an individual's race; color; gender; age; national origin; religion; citizenship status; political opinion; marital status; sexual orientation; engaging in, or refraining from engaging in, protected union activity; gender identity; transgender status; physical or mental disability; protected veteran status; genetic information; pregnancy (including childbirth and related medical conditions, including medical conditions related to lactation); or other categories protected by applicable federal state or local law goes against Tyndale's values and it strictly prohibited.
  - ii. Hiring and employment decisions, including those relating to compensation, benefits, promotion, training and development, discipline, and termination are based solely on the worker's skill, ability, experience, and performance.



## 5. Management Systems

- A. Suppliers ensure that adequate and effective management systems, policies, procedures, financial documentation, and training are in place to ensure ongoing compliance with the Supplier Code.

Please acknowledge that you have read the Tyndale Supplier Code of Conduct by signing below.

Company\_\_\_\_\_

Name (print) \_\_\_\_\_

Signature\_\_\_\_\_

Date\_\_\_\_\_

Revised May 2022



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