



## **Skyline Champion Supplier Code of Conduct**

Skyline Champion Corporation and its subsidiaries (collectively, "Skyline Champion") are committed to socially responsible, professional, and ethical business practices and strives to align this commitment with Skyline Champion's purchasing policies. This Code of Conduct summarizes what Skyline Champion expects of suppliers, vendors, and contract manufacturers ("Supplier") and reflects Skyline Champion's concern for all individuals, including Supplier's workers. While local customs and laws vary by country, the importance of human rights is a worldwide and universal constant and this Code of Conduct is intended to reflect that importance.

### **Labor Conditions**

**Child labor:** The minimum age for employment shall be 16 or older or the age for completing compulsory education, whichever is higher.

**Forced/slave/involuntary labor:** Supplier shall not use forced or involuntary labor of any kind, including but not limited to prison labor, slave labor, debt bondage, indentured labor or otherwise.

**Working hours:** Workers shall not work in excess of 60 hours per week or the regular and overtime hours permitted by the applicable local laws, whichever is less. Workers shall be entitled to one day off out of each seven-day work week.

**Fair wages/benefits:** Supplier must pay workers at least the minimum wage required by the applicable local laws and provide all legally mandated benefits including holidays and leaves and applicable premium rates for overtime. Supplier shall not make any deductions from worker wages as a disciplinary measure.

**Discrimination:** Workers shall be employed, promoted and compensated based on their ability to perform their job rather than on the basis of gender, race, religion, age, sexual orientation, pregnancy, marital status, political affiliation, union membership, social association, ethnicity or any other status protected by applicable local laws or custom.

**Harassment and disciplinary practice:** Supplier shall be committed to creating a workplace free of harassment and shall not subject workers to any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

**Freedom of association:** Supplier shall respect the right of workers to join and organize associations of their own choosing and to bargain collectively without fear of reprisal.

### **Health & Safety**

**Workplace and Occupational safety:** Supplier must provide a safe and healthy workplace and adequate procedures to prevent accidents and injury in the course of performing their work-related duties. Supplier must have evacuation procedures, worker training and drills, appropriate first aid supplies, fire detection and suppression equipment as well as clearly marked exit facilities.

**Housing and living conditions:** Workers shall have access to clean toilet facilities, potable water, sanitary food preparation areas, and storage facilities. Worker dormitories provided by the supplier must be clean, safe with adequate heat and ventilation and reasonable personal space.

**Hazardous substances:** Supplier must post material safety data sheets in the primary language of workers and train workers in the labeling, safe handling, use and storage of any hazardous materials.

### **Environment**

Supplier shall take the necessary precautions and comply with local and international environmental and other laws to regulate air emissions, solid and wastewater disposal, and proper use and disposal of hazardous substances.



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### **Community**

Supplier is encouraged to engage directly or through partnerships in projects that improve the social well-being of employees and their families in the local community.

### **Implementation and Documentation**

Skyline Champion expects that Supplier shall comply with all federal and local rules and regulations relating to production, workers, and the environment. In addition, Skyline Champion requires Supplier to understand this Code of Conduct and take all necessary steps to act in accordance with this Code of Conduct. Supplier shall retain on-premises documentation needed to demonstrate compliance with this Code of Conduct and provide Skyline Champion or its representatives with access to such documentation and Supplier's facilities for auditing purposes, with appropriate confidentiality measures in-place to protect privacy.

**Supplier shall prominently post this Code of Conduct in all of Supplier's facilities producing or providing goods for Skyline Champion and appear in appropriate language(s).**