

L.L.BEAN CODE OF CONDUCT

At a high level, when monitoring factories, the L.L.Bean Code of Conduct uses the standards set by the Global Compliance Department. At the detailed level, our auditors look for more than 180 specific requirements during factory visits.

Wages and Benefits

Employers recognize that wages are essential to meeting employees' basic needs. As a base, employers will pay employees the prevailing industry wage or at least the minimum wage required by local law, whichever is higher, and will provide legally mandated benefits.

Hours of Work

Except in extraordinary business circumstances, employees:

1. Will not be required to work more than the lesser of:
 - a. 66 hours per week, or
 - b. the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime
2. Will be entitled to at least one day off in every seven-day period.

Overtime Compensation

In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to 1.5 times to their regular hourly compensation rate.

Freedom of Association

Employers will recognize and respect the right of employees to engage in freedom of association and collective bargaining.

Harassment or Abuse

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

Child Labor

No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

Forced Labor

There will be no use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Nondiscrimination

No person will 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.

Health and Safety

Employers will provide a safe and healthy working environment 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 employer facilities.

Environmental Policy

All legally required permits and records must be up to date. Each factory must have all current permits and authorizations required by law for any discharges. Copies of all permits, authorizations, and applicable laws, regulations and standards must be on file at the factory at all times.