



5320 Rusche Drive, Comstock Park, MI 49321
Phone 800 243 6326 Fax 616 785 9312

Labor Policy

With the recent awareness of working conditions in the apparel industry and specifically in factories which manufacture University apparel, New Agenda by Perrin would like to reassure our customers that all of our apparel is being manufactured in safe working conditions and with accordance to the standards set forth by the Fair Labor Association. All facilities and contractors are required to comply with the Code detailed below.

Forced Labor: There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child Labor: No person shall 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.

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.

Nondiscrimination: 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.

Women's Rights: Women workers will receive equal remuneration for comparable work, including benefits, equal treatment, equal evaluation of the quality of their work and equal opportunity to fill all positions as male workers. Pregnancy tests will not be a condition of employment, nor will they be demanded of employees. Workers will not be forced or pressured to use contraception. Women who take maternity leave will not, because of the maternity leave, face dismissal or threat of dismissal, loss of seniority or reduction of wages. Licenses must permit women returning from maternity leave to return to their prior position at their prior wage rate and benefits.

Health and Safety: Employers shall 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 the employer facilities.

Freedom of Association and collective Bargaining: Employers shall recognize and



respect the rights of employees to freedom of association and collective bargaining.

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Wages and Benefits: Employers recognize that wages are essential to meeting employees' basic needs. Employers shall pay employees as a floor, 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: Employers shall comply with applicable laws and industry standards on working hours. In any event, personnel shall not, on a regular basis, be required to work in excess of 48 hours per week and shall be provided with at least one day off in every seven-day period. Mandatory overtime shall be limited to extraordinary and short-term business circumstances and the policy concerning mandatory overtime shall not exceed 60 hours per week. All overtime shall be remunerated at an appropriate premium rate.

New Agenda by Perrin

Todd Dufford
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