



## SUPPLIER WORKPLACE CODE OF CONDUCT

Quiksilver seeks to do business with others around the world who respects the law, the culture in which they operate, and the workers who manufacture Quiksilver products and garments.

Quiksilver has developed this Supplier Workplace Code of Conduct (the "Code"), which is set forth below, reflects internationally recognized labor standards, and outlines Quiksilver's expectations concerning the conditions under which its products should be made.

In addition to the specific provisions in this Code, Quiksilver expects the independently owned, third-party suppliers that make its products to act ethically and reasonably in all respects, to meet their legal obligations as employers to their employees, and to do their best to ensure that no abusive, exploitative or illegal conditions exist at their workplaces.

### I. Supplier's Agreement

A Supplier to Quiksilver agrees to:

- Comply with this Code.
- Disclose to Quiksilver the name and address of every Supplier of materials, components, or parts either marked with the Quiksilver names or logos or made exclusively for incorporation in Quiksilver products and the name and address of any sub-contractor used by it in the production of Quiksilver garments and products.
- Allow Quiksilver and its representatives to inspect its facilities to ensure compliance with this Code.
- Only deal with such Supplier(s) and sub-contractors who comply with this Code and who have signed a copy of this Code and who have agreed to permit Quiksilver and its representatives to inspect their facilities and documents to ensure compliance with this Code.
- By signing this Code, we certify that all products made for Quiksilver were made in compliance with the Code, and all applicable laws, rules, and regulations.

### II. Quiksilver intends this Code to apply to each purchase order submitted to Quiksilver Suppliers

<b>FORCED LABOR</b>	No forced labor may be used by any Supplier in any form, whether prison labor, indentured labor, bonded labor or otherwise.
<b>CHILD LABOR</b>	No person shall be employed at an age younger than 16 or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 16.
<b>HARASSMENT AND ABUSE</b>	Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
<b>DISCRIMINATION</b>	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.
<b>HEALTH AND SAFETY</b>	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 employer facilities. If employers supply worker housing, then such housing must provide a safe and healthy living environment.

<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>	Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.
<b>WAGES AND BENEFITS</b>	Suppliers must pay all employees no less than the minimum wages and benefits mandated by local law.
<b>HOURS OF WORK</b>	Except in extraordinary business circumstances, employees shall (i) not be required to work more than the limits on regular and overtime hours allowed by the law of the country of manufacture and (ii) be entitled to at least one day off in every seven day period.
<b>OVERTIME COMPENSATION</b>	In addition to their compensation for regular hours of work, employees shall 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 do not exist, at a rate at least equal to their regular hourly compensation rate.
<b>COMPLIANCE WITH THE LAW</b>	Quiksilver's Suppliers must comply with all applicable laws, rules and regulations.
<b>SUPPLY CHAIN SECURITY</b>	We require reasonable security practices to eliminate vulnerabilities of our global supply chain against terrorism, transshipments, smuggling, and other illegal activities associated with importation.
<b>ENVIRONMENTAL</b>	Suppliers must comply with all applicable environmental laws, rules and regulations. Suppliers are encouraged to have an environmental management system (EMS) or an environmental management plan in place. Suppliers are also encouraged to reduce the environmental impacts of their operations.

### III. Compliance

Quiksilver expects its Suppliers to support and cooperate in the distribution of this Code.

Quiksilver and its representatives have the rights to inspect the facilities of any Supplier, and the facilities of any sub-contractor who shall fully cooperate and provide access to all personnel, facilities and documents to assess compliance with this Code.

Quiksilver reserves the right to take whatever actions are necessary to protect its interests including terminating its business relationship with any Supplier that does not respect the Code or comply with its legal obligations.

### IV. "Quiksilver"

In this document, "Quiksilver" means Quiksilver, Inc., any subsidiary and any person licensed by it to use its trade marks, and any person licensed by Quiksilver International Pty Ltd to use its trade marks.