BESPOKE HONEY APPAREL LLC

# Code of Conduct

*Workplace & Supplier Code of Conduct*

Aligned with the Fair Labor Association Fair Labor Code

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*Beauty with Meaning*

Bespoke Honey Apparel LLC · 601 Carlson Parkway, Minnetonka, MN 55305 · founders@bhoney.shop

## 1. Our commitment

*Soft details, big energy. That is the b.Honey vibe — and it begins with how we treat the people who make our products possible.*

Bespoke Honey Apparel LLC is the company behind the b.Honey brand. We create feminine, elevated accessories designed to be worn every day, every way. We believe exceptional design is timeless and purposeful, and that the same care we put into hand-feel, color, and finish must also extend to the working conditions of every person in our supply chain.

This Code sets the labor standards we require of ourselves, our team, and every supplier, manufacturer, contractor, and thoughtful maker who partners with us. It is grounded in the Fair Labor Association's Fair Labor Code and in internationally recognized labor standards. Continuous progress — not perfection on day one — is the standard we hold ourselves and our partners to.

## 2. Scope and applicability

- Bespoke exclusively contracts with a well-established single source manufacturer partner with SA-8000 certification.
- All suppliers, manufacturers, contractors, subcontractors, and agents that produce, process, finish, or handle apparel, accessories, or related products for the b.Honey brand;
- Any facility or entity in the supply chain that contributes to goods sold under the b.Honey name; and
- All workers at those facilities — permanent, temporary, contract, migrant, or otherwise.

Suppliers are responsible for ensuring their own subcontractors and upstream partners also meet these standards. Bespoke Honey reserves the right to assess compliance at any tier of the supply chain.

## 3. Legal compliance and the highest standard

All parties subject to this Code shall comply with the relevant laws and regulations of the country where workers are employed — including labor, social security, health and safety, and environmental requirements. When national law and this Code differ, the highest standard shall apply. Meeting the requirements of this Code does not relieve any party of its obligation to obey local law.

## 4. Fair Labor Code standards

The following standards are adopted from the Fair Labor Association Fair Labor Code. Bespoke Honey requires full adherence to each element.

### 4.1 EMPLOYMENT RELATIONSHIP

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

#### 4.2 NONDISCRIMINATION

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

#### 4.3 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.

#### 4.4 FORCED LABOR

There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

#### 4.5 CHILD LABOR

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

#### 4.6 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

#### 4.7 HEALTH, SAFETY, AND ENVIRONMENT

Employers shall provide a safe and healthy workplace setting 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 employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

#### 4.8 HOURS OF WORK

Employers shall not require workers to work more than the regular and overtime hours allowed by law. The regular work week shall not exceed 48 hours, and workers shall have at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual, shall not be requested on a regular basis, and shall be compensated at a premium rate. Other than in exceptional circumstances, regular plus overtime hours shall not exceed 60 hours per week.

#### 4.9 COMPENSATION

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum or prevailing wage, whichever is higher, comply with all legal wage requirements, and provide benefits required by law or contract. Where compensation falls short, employers shall work with Bespoke Honey (and, where applicable, the Fair Labor Association) to progressively realize a level of compensation that does.

## 5. Implementation, monitoring & continuous improvement

We expect our partners to:

— Maintain clear written policies and management systems that support compliance with this Code;

— Communicate these standards (in languages workers understand) to every person on the floor and in management;

— Keep accurate records of hours, wages, contracts, and other documentation needed to demonstrate compliance;

— Allow announced and unannounced assessments by Bespoke Honey or our designated representatives;

— Provide full access to facilities, confidential worker interviews, and relevant records; and

— Act promptly to remediate any non-compliance and prevent it from recurring.

Bespoke Honey may ask partners to join capacity-building efforts, complete corrective action plans, or undergo third-party verification as a condition of continued collaboration. We prefer long-term relationships built on shared standards and mutual respect.

## 6. Worker voice, grievance mechanisms & non-retaliation

Workers must have access to effective, confidential, and accessible channels to raise concerns about working conditions or violations of this Code without fear of retaliation. Suppliers shall maintain internal grievance mechanisms and shall never punish, intimidate, or discriminate against any worker who reports a concern in good faith.

Just as our own small team reads every message and writes back personally, we believe every worker's voice deserves to be heard. All reports will be treated seriously and investigated appropriately.

## 7. Consequences of non-compliance

Failure to comply with this Code, or failure to remediate identified issues in a timely and satisfactory way, may result in suspension or termination of the business relationship, cancellation of outstanding orders, and any other remedies available under law or contract. Serious or willful violations — including forced labor, child labor, or severe harassment or abuse — will receive the highest priority and may lead to immediate termination.

## 8. Acknowledgment and acceptance

By accepting a purchase order or entering a business relationship with Bespoke Honey Apparel LLC, the supplier or partner acknowledges that it has received, read, and understands this Code of Conduct and agrees to comply with all of its requirements. The supplier further agrees to ensure that its own suppliers and subcontractors adhere to equivalent standards.

This Code may be updated from time to time. The current version will be shared with partners and made available upon request. Continued business with Bespoke Honey constitutes acceptance of the then-current Code.

Soft details, big energy. Sweet on the surface, bold underneath.
Bespoke Honey Apparel LLC · Crafted with care for people and product.
This Code incorporates the Fair Labor Association Fair Labor Code · www.fairlabor.org