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Founded in 1998, lululemon's purpose is to elevate the world by realizing the full potential within every one of us. This includes the workers who make our products. The Vendor Code of Ethics outlines our unwavering commitment to contributing to healthy communities by fostering respectful and inclusive workplaces.

This Code is based on international standards, such as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, the United Nations Guiding Principles, the OECD Due Diligence Guidance for Responsible Supply Chain in the Garment and Footwear sectors and those of the Fair Labor Association, to which we are affiliated as a Participating Company. A commitment to these internationally recognized principles is the starting point.

These are our minimum standards that we expect all of our Vendors to comply with, and we will work with our Vendor partners to ensure they are upheld. Requirements in this Code apply to owned facilities as well as subcontractors, and upstream suppliers. Where differences or conflicts in standards arise between this Code and national or local regulations, the strictest standard applies.

This Code is complemented by compliance benchmarks. If we find that a Vendor is not in compliance with this Code and benchmarks, we will require immediate attention to corrective action. Compliance with the Vendor Code of Ethics is a condition to start and maintain a business relationship with lululemon.

Honest Respectful Safe Healthy Inclusive Open Transparent

Safe and Healthy Workers and Communities

Health and Safety

The Vendor shall provide safe and healthy workplace and residential settings 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 Vendors' facilities. Workers must have sufficient health and safety training, access to clean washroom facilities and potable water, and clean and safe residential facilities that meet their basic needs.

Environmental Stewardship

The Vendor shall mitigate negative impacts that their workplace has on the environment and surrounding communities, and must have policies and processes in place to manage chemicals used and wastewater generated in their facilities as stated in lululemon's Vendor Environmental Manual.

Honest Communication

Be Open, Transparent and Cooperative

The Vendor and lululemon shall cooperate and engage on a regular basis to actively mitigate negative impacts from operations and resolve findings that may affect the lives of workers, the environment, or the surrounding communities. Vendors shall not use unauthorized subcontracting or homework, and Vendors must provide access to lululemon or its third-party representatives, in order to fully cooperate with any audits or investigations.

Effective Grievance Mechanisms

The Vendor shall implement procedures that allow employees to raise and address workplace grievances confidentially, anonymously, and/or directly, without fear of reprisal or retaliation. The procedure shall be clearly communicated to all employees. Vendors must promptly respond to employees' concerns.

Informed Workers

The Vendor shall post this Code in the language(s) of employees in all major workspaces and dormitories, and employees must be trained on its contents.

Fair Dealings

The Vendor shall avoid all forms of corruption, including extortion, bribery, or other abuses of power to gain an advantage.

Respectful and Inclusive workplaces

Child Labour Must Not Be Used

The Vendor shall not employ workers below, at least 15 years of age, the age for completing compulsory education, or meet the local legal working age, whichever is highest. Any workers under 18 shall be protected from working overtime, night shifts, hazardous work, and their tasks shall respect boundaries set out by legal requirements and best practices.

Employment Relationship

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

Employment is Freely Chosen

The Vendor shall not use forced labour in recruitment, hiring, or employment, including but not limited to involuntary overtime, human trafficking, prison labour, indentured servitude, or bonded labour.

Nondiscrimination

The Vendor shall not discriminate in recruitment and employment practices. All employees shall have equal access to employment, including hiring, salary, benefits, advancement, training, allocation of work, or retirement, and are not subject to discrimination in discipline or termination, regardless of their race, sex, gender identity, religion, nationality, marital status, ethnic origin, caste, sexual orientation, disability, illness, pregnancy, age, language, social origin, migration status, membership in or sympathy with worker organizations including unions, political affiliation or belief, any other personal characteristics, social group, protected status, or any other status.

Working Hours and Overtime

The Vendor shall not require workers to work over 48 hours in a regular workweek. All overtime work must be voluntary, compensated at a premium rate and must not be requested on a regular basis. Vendors must provide at least a consecutive 24-hour rest day in every seven-day period, as well as statutory leave and holidays. Vendors must ensure that workers' working hours, including overtime, do not exceed 60 hours per week or the local legal limit, whichever is less, except under extraordinary circumstances. Break time must be respected as per the national laws and regulations.

Freedom of Association and Collective Bargaining

The Vendor shall recognize and respect the right of employees to join and organize associations of their own choosing and to bargain collectively without any interference from Vendors. Where the right to freedom of association and collective bargaining is restricted under law, the Vendors shall facilitate, and must not hinder, the development of parallel means for independent and free association and collective bargaining.

Please contact us directly in case of any non-compliance with this code in the workplace in a language of your choice at sustainablepartner@lululemon.com