



## **SUPPLIER CODE OF CONDUCT**

The blk. company mission is to be an ambassador of health and fitness, to be an icon of form and function, and to support a healthy lifestyle that is conscious of the modern individual. But our mission doesn't stop there. We are also committed to the responsible sourcing of goods and services, and in an effort to uphold this commitment, we expect our suppliers and business partners to comply with all applicable laws and regulations, and to uphold our high standards with respect to environmental and social impact, as well as business conduct.

This Supplier Code of Conduct outlines blk.'s expectations of its suppliers and business partners, and is aligned with a number of international standards and guidance policies, including the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, among others.

When we refer to "suppliers" and "partners," we not only mean our direct suppliers and partners, but all vendors, contractors, consultants, agents and other individuals and entities who have an existing business relationship with blk. or are seeking to do business with blk. in the future. We also expect our suppliers and partners to use their best efforts to implement these standards with their own suppliers and partners.

### **ENVIRONMENT**

One of blk.'s chief objectives is to reduce our ecological footprint and support sustainable production practices. To that end, our suppliers and partners must:

- Fully comply with all environmental, health and safety rules and regulations, including those related to waste disposal, greenhouse gas emissions, wastewater and toxic substances.
- Utilize all resources efficiently, optimize the use of natural resources, apply energy-efficient and environmentally friendly technology wherever possible, and have protocols in place to ensure the safe handling, storage, movement, recycling, and general management of waste, air and soil emissions, and wastewater discharges.

- Not use materials that are considered harmful to the environment, but instead use processes and materials that help support sustainability of the environment throughout their supply chain.
- Minimize any negative impact on biodiversity, climate change, and water scarcity.

### **OCCUPATIONAL HEALTH AND SAFETY**

All workers must be provided with a safe and healthy work environment. In order to effectuate this type of work environment, blk.'s suppliers and partners must:

- Ensure that all employees and personnel work within safe and humane conditions, including providing adequate training and effective protective equipment to perform duties safely and securely.
- Identify areas of risk and train workers on proper occupational health and safety policies and procedures on a regular basis.
- Implement proper channels for workers to report unsafe and/or unhealthy working conditions, regardless of tenure, title, or role, and without fear of retaliation or reprisal.

### **HUMAN RIGHTS**

blk. is committed to fostering a happy and healthy work environment that embraces diversity, treats all workers fairly, honestly and with respect, and recognizes the individual merits of each member of its workforce. Our expectation is that our suppliers and partners will do the same by:

- Not using or permitting the use of child labor in any operation or manner connected to blk., subject to ILO exceptions.
- Not using or permitting the use of forced or involuntary labor (incl. forced, trafficked, bonded, indentured, or involuntary prison labor).
- Providing prospective and current employees and contractors with pertinent information about the terms of their engagement, including clearly informing them of their rights and responsibilities, particularly with respect to the basic human rights outlined in this document.
- Treating employees and personnel with honesty, respect and dignity, and providing a workplace free from harassment, abuse, unethical and inhumane treatment, discrimination, and other unlawful practices. Discrimination in the workplace that is based on the grounds of an individual's race, caste, gender, gender identity or expression, age, national origin, religion, citizenship status, political opinion or affiliation, sexual orientation, marital status, family status, physical or mental disability, protected veteran status, pregnancy (including related medical conditions), or other category(ies) protected by applicable federal, state or local law is strictly prohibited.
- Complying with applicable laws, rules and regulations concerning wages and working hours, and ensuring compensation of a living wage in accordance with local living conditions.
- Respecting the rights of their workers to associate freely, join trade unions or other organizations of their choosing, seek representation, and engage in

collective bargaining without fear of discrimination, retaliation, intimidation or harassment.

### **GOVERNANCE AND ETHICS**

blk. expects its suppliers and partners to conduct their business operations in an ethical and lawful manner. Therefore, our suppliers and partners are expected to:

- Conduct their business operations in accordance with the highest ethical standards, and have controls in place to prevent corruption, bribery, extortion, and the misuse of company assets.
- Comply with all applicable anti-corruption and anti-bribery laws and regulations, including the Foreign Corrupt Practices Act (FCPA) and UK Bribery Act.
- Take appropriate measures to secure and protect all confidential information related to its relationship with blk. and use it only for the purposes authorized under contractual agreement.

### **REPORTING VIOLATIONS**

Actual or suspected violations by a supplier or partner of this Supplier Code of Conduct should be reported to [info@getblk.com](mailto:info@getblk.com). If you are a blk. supplier or partner and suspect that a blk. employee, or anyone acting on behalf of blk., has engaged in illegal or otherwise improper conduct, please report the matter to [info@getblk.com](mailto:info@getblk.com).

blk. reserves the right to conduct audits or assessments to ensure supplier and partner compliance with this Supplier Code of Conduct. If a supplier or partner is found to be in non-compliance, they will be required to take corrective actions. If a supplier or partner fails to implement the recommended corrective actions and does not remedy an act of non-compliance in a timely manner, blk. may, in its sole and absolute discretion, and without any further obligation to the non-compliant supplier or partner, suspend purchases, refuse to take delivery under any purchase order and return any goods or services from the supplier or partner until the corrective actions have been implemented, or may terminate its business relationship with the supplier or partner in addition to any other rights or remedies available to blk.