

CORPORATE RESPONSIBILITY STANDARDS (“CR”)

Corporate Responsibility (“CR”) represents a set of standards that universities require of their licensees to respect workplace rights and conditions at both a licensee’s own operations and throughout those of their supply chains. These requirements are extremely important to many universities and are often adopted by senior campus leadership following extensive consultation among important stakeholders within a campus community.

A company’s current and ongoing commitment to and execution of CR standards throughout its supply chain is considered by many universities to be an essential part of the licensing approval and renewal process. This includes the applicant’s ability to adopt the requirements as policy, to implement them in practice, and to credibly verify that they are being sustained over time.

If approved for a license, your company will be required to demonstrate its commitment and capacities for ensuring that your products are manufactured under safe, healthy, and fair conditions wherever these operations occur. Your company will also be required to sign and commit to implementing the IMGCL Special Agreement Regarding Labor Codes of Conduct during the final stages of the licensing process. In addition, if the university from which you are seeking a license is itself an affiliate of any third party nonprofit organizations, you may be required to meet these organizations’ affiliation requirements and/or cooperate with them in performing their work. These organizations include, but are not limited to: the Accord on Fire and Building Safety in Bangladesh, the Fair Labor Association, and the Worker Rights Consortium.

Several universities require the IMGCL Corporate Responsibility Questionnaire to be submitted to IMGCL prior to applying for their license. These Institutions are currently Georgetown, Michigan, North Carolina, UCLA, and Penn State.

At this time, the CR requirements of IMGCL clients encompass the following standards, depicted in the chart below. While some universities that IMGCL serves require more specific and detailed requirements and others, fewer, the following are common for the majority of universities.

Standard	Description
Legal Compliance	Licensees must comply with all applicable legal requirements of the country(ies) of manufacture in conducting business related to or involving the production or sale of Licensed Articles. Where there are differences or conflicts with the Code and the laws of the country(ies) of manufacture, the higher standard shall prevail, subject to the following considerations. In countries where law or practice conflicts with these labor standards, Licensees agree to consult with governmental, human rights, labor and business organizations and to take effective actions as evaluated by IMGCL, the applicable Collegiate Institution(s) or their designee, and the applicable Licensee(s) to achieve the maximum possible compliance with each of these standards. Licensees further agree to refrain from any actions that would diminish the protections of these labor standards.

Standard	Description
Supply Chain Transparency	Each Licensee shall disclose to the Collegiate Institution or its designee the location (including factory name, contact name, address, phone number, e-mail address, products produced, and nature of business association) of each factory used in the production of all items which bear Licensed Indicia. Such information shall be updated upon change of any factory site location. The Collegiate Institution reserves the right to disclose this information to third parties, without restriction as to its further distribution.
Wages and Benefits	Licensees recognize that wages are essential to meeting employees' basic needs. Licensees shall pay employees, as a floor, at least the minimum wage required by local law or the local prevailing industry wage, whichever is higher, and shall provide legally mandated benefits.
Working Hours	Working Hours: Except in extraordinary business circumstances, hourly and/or quota-based wage employees shall (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.
Overtime Compensation	Overtime Compensation: In addition to their compensation for regular hours of work, hourly and/or quota-based wage employees shall be compensated for overtime hours at such a 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.
Child Labor	Child Labor: Licensees shall not employ any person at an age younger than 15 (or 14, where, consistent with International Labor Organization practices for developing countries, the law of the country of manufacture allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Licensees agree to consult with governmental, human rights and nongovernmental organizations, and to take reasonable steps as evaluated by IMGCL, the applicable Collegiate Institution(s) or their designee, and the applicable Licensee(s) to minimize the negative impact on children released from employment as a result of implementation or enforcement of the Code.
Forced Labor	Forced Labor: There shall not be any use of forced prison labor, indentured labor, bonded labor or other forced labor.
Health and Safety	Health and Safety: Licensees 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 Licensee facilities.
Nondiscrimination	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.
Harassment and Abuse	Harassment or Abuse: Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse. Licensees will not use or

Standard	Description
	tolerate any form of corporal punishment.
Freedom of Association and collective bargaining	Freedom of Association and Collective Bargaining: Licensees shall recognize and respect the right of employees to freedom of association and collective bargaining
Engagement with nonprofit organizations dedicated to assisting licensees and their supply chains to measure, implement, and credibly verify sound workplace conditions	Many universities hold affiliations with independent nonprofit organizations and other resources in order to provide a level of expertise that assists both universities and licensees to identify and solve areas of noncompliance and help licensees and their suppliers to fully realize CR standards in practice.