We strive to have a positive impact on all communities where we operate, and this includes a commitment to ensuring that any worker who is a member of our supply chain, no matter where in the world, is treated with respect. We require that working conditions in factories which produce goods bearing the New Balance logo meet or exceed local law and international standards; and we are guided by the philosophy that just as New Balance strives to be a great place to work, we should expect the same of our suppliers.

The New Balance Commitment to Responsible Leadership begins at the top with our Responsible Leadership Steering Committee, but cascades down throughout the entire New Balance organization. We are committed to doing business with manufacturers and suppliers who share our commitment to fair and safe working conditions and who agree to abide by the standards in our Code of Conduct.

The New Balance Supplier Code of Conduct defines our minimum expectations. It is translated into 24 languages and is posted in the factories we work with in the language of the workers. The Code covers the following principles:

- Prohibition of child labor
- Prohibition of forced labor
- Avoiding excessive work hours
- Wages that meet or exceed legal requirements or industry norms
- Maintaining a workplace free of discrimination and harassment
- Maintaining a safe and healthy workplace
- Freedom of association and the right to collective bargaining
- Providing a reliable process for workers to communicate with factory management and directly with New Balance

Our Code standards are based upon:

- The International Labor Organization (ILO)'s Core Labor Standards
- Local, regional, national, and other relevant international laws
- US OSHA standards
- The constantly evolving industry and regulatory environment

Responsible Leadership at New Balance requires a full commitment to responsible sourcing. Our global compliance team conducts on-site monitoring of factories that produce New Balance-branded products throughout the world. On a daily basis, our team makes announced and unannounced supplier visits to assess compliance performance, help remediate issues, and provide consulting assistance through educational and training sessions. We strive to help factories offer a path for associates to develop their craftsmanship, lifeskills and grow through their work experiences.

Industry & Stakeholder Engagement

- We believe no one brand or entity working alone can make the impact and drive the intellectual movement that we all can by working together. New Balance is an active member of the Fair Labor Association, the International Labor Organization (ILO)'s Better Work Program, and the Fair Factories Clearinghouse, as well as a founding member of the Sustainable Apparel Coalition. We also partner regularly with non-governmental organizations (NGOs), industry experts, trade unions, governments, other brands, and members of civil society who share our commitment to bringing about sustainable, positive change in the global footwear and apparel supply chain.