



PUMA SE

PUMA WAY 1, D-91074 Herzogenaurach

CODE OF CONDUCT

We at PUMA SE declare our strict adherence to the respect of Human Rights. As such, we share with our partners a commitment to high ethical standards and guarantee the following Code of Conduct:

- » **No employment of minors.** For this purpose, we consider a minor as one who is below 15 years of age, or the minimum age mandated by the applicable law, or the age for completing compulsory education, whichever of the three is higher.
- » A workplace that promotes the **health and safety** of the workers as well as the protection and preservation of the environment.
- » A **normal workweek** according to local labor law, up to a maximum of 48 hours, with a limit of 12 extra/overtime hours, including one day off for every seven-day period, as well as overtime compensation policies that are in accordance with local law.
- » **Compensation** that is respectful of basic needs and all benefits mandated by law. As a floor, payment of at least the minimum wage required by local law or the prevailing industry wage, whichever is higher.
- » **Respect and equality**, regardless of race, creed, age, sex, social origin, political views, sexual orientation, or position.
- » A workplace where there is **dignity and respect**, free from any form of forced labor, harassment, abuse or corporal punishment.
- » **Freedom of association** and the right to join unions or other work or industry related associations as well as the right to collective bargaining.

Please direct all enquiries and suggestions regarding this code to sustain@puma.com or contact our puma.safe offices:

Region	Telephone	Fax	Languages
Vietnam & Americas	+84 837830033	+84 837830034	
China	+86 2038934810	+86 2038805767	
South Asia	+91 9841292454	+91 1244698034	
Europe, Middle East & Africa	+49 9132812398	+49 91328142398	
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