

# Purposeful Production: Values Stitched Into Every Pair

We are wholeheartedly committed to building a sustainable future through responsible sock manufacturing. From safeguarding human rights and ensuring fair labor practices to embracing supply chain responsibility, our factory is committed to ethical production on all fronts. By prioritizing sustainability and maintaining the highest standards of quality, we deliver socks that make a difference—on your feet and for the planet.

For us, these are more than a set of values—they are a call to action. We know that by embracing responsibility in every facet of our operations, we can lead the way toward a future that’s equitable, sustainable, and impactful for generations to come.

Our goals are ambitious, but the strides we have already made fuel our determination. We’re fixed on improving and driving change where it matters most—now and in the future. The work is never done, but with each step forward, we move closer to a world where business and positive change go hand in hand.

At Moody Socks Factory, five focus areas drive us to create value that transcends financial performance.

<p style="text-align: center;"><b>[INSERT PHOTO]</b></p> <p style="text-align: center;"><b>Human Rights</b></p> <p>Turning global human rights principles into actionable policies across every facet of our operations to protect our people and community.</p>	<p style="text-align: center;"><b>[INSERT PHOTO]</b></p> <p style="text-align: center;"><b>Fair Labor Practices</b></p> <p>Actively working towards a safe, fair, and inclusive environment by prioritizing worker well-being and opportunities for all—constantly.</p>	<p style="text-align: center;"><b>[INSERT PHOTO]</b></p> <p style="text-align: center;"><b>Supply Chain Responsibility</b></p> <p>From start to finish, every link in our supply chain is held to the same high standards of responsibility that we apply within our own operations.</p>
<p style="text-align: center;"><b>[INSERT PHOTO]</b></p> <p style="text-align: center;"><b>Sustainability</b></p> <p>Embedding eco-conscious practices at every level, hereby forging a path toward manufacturing that’s a force for environmental stewardship.</p>	<p style="text-align: center;"><b>[INSERT PHOTO]</b></p> <p style="text-align: center;"><b>Quality</b></p> <p>Honing in on the details that shape our relentless commitment to creating socks that set the gold standard for quality—pair by pair.</p>	

# Human Rights

Turning global human rights principles into actionable policies across every facet of our operations to protect our people and community.

## Where We Stand Today

<p><b>NON-DISCRIMINATION &amp; EQUALITY</b></p> <p>We create a welcoming environment for all, where employees are valued for their abilities, not defined by age, gender, religion, or race.</p>	<p><b>FORCED LABOR PROHIBITION</b></p> <p>We follow a zero-tolerance approach to any form of involuntary labor, bonded labor, or slavery across all our operations.</p>	<p><b>CHILD &amp; YOUTH PROTECTION</b></p> <p>We uphold the principles of the UN's Convention on the Rights of the Child by ensuring no children are employed, promoting their health, safety, and education.</p>
<p><b>FREEDOM OF EXPRESSION</b></p> <p>We respect every employee's right to form unions and advocate for their interests—free from retaliation—while providing multiple channels, including anonymous complaint boxes, HR, and worker representatives, to report workplace issues.</p>	<p><b>WORKPLACE SAFETY</b></p> <p>We have built a workplace where safety is central to our operations, offering grievance resolution channels, healthcare support, and stringent fire safety practices.</p>	<p><b>SUPPLY CHAIN INTEGRITY</b></p> <p>We regularly monitor our supply chain to ensure that suppliers comply with human rights standards, evidenced by certifications like C-TPAT, SEDEX, OEKO-TEX Standard 100, and WRAP.</p>

## Where We're Headed

<p><b>ENHANCED SUPPLIER MONITORING</b></p> <p>A more comprehensive audit system for suppliers will be introduced to verify that all suppliers comply with human rights standards across the supply chain.</p>	<p><b>COMMUNITY ENGAGEMENT</b></p> <p>Partnerships with NGOs will be formed to raise local awareness of human rights, enabling communities to take proactive steps.</p>	<p><b>MANDATORY HUMAN RIGHTS EDUCATION</b></p> <p>Compulsory training will be rolled out for all staff and suppliers, empowering them to recognize and uphold human rights in every aspect of their work.</p>
<p><b>GENDER EQUITY</b></p> <p>The gender pay gap will be eliminated through regular audits</p>	<p><b>PUBLIC-FACING TRANSPARENCY</b></p> <p>Annual human rights impact assessments will be released, offering clear insights into progress and challenges to stakeholders.</p>	

and corrective active plans to ensure equality.

## Fair Labor Practices

Actively working towards a safe, fair, and inclusive environment by prioritizing worker well-being and opportunities for all—constantly.

### Where We Stand Today

<b>FAIR WAGES</b>	<b>SAFE WORKING CONDITIONS</b>	<b>EQUAL OPPORTUNITIES</b>
<p>We offer wages that meet or surpass the legal minimum and align with living wage standards, with a strong focus on closing the gender pay gap. Our transparent pay system includes monthly pay slips with clear details on hours worked, overtime, and social security contributions.</p>	<p>We implement strict safety protocols, including fire drills, first aid training, and machine inspections. WRAP, SEDEX, and ISO 45000:2018 certifications confirm our commitment to safety, while we promote work-life balance through an 8-hour workday, a 48-hour workweek, and premium overtime pay.</p>	<p>We promote a non-discriminatory workplace by preventing bias based on age, gender, religion, or race and ensuring our infrastructure supports the employment of people with disabilities.</p>

### Where We're Headed

<b>A BETTER EMPLOYEE EXPERIENCE</b>	<b>EMPLOYEE GROWTH INVESTMENTS</b>	<b>GENDER PARITY</b>
<p>On-site childcare services will be offered to employees with young children, complemented by flexible work schedules for parents and those furthering their education. An Employee Recognition Program will be launched to shine a spotlight on the individuals whose efforts set them apart.</p>	<p>2025 will be designated as the "Year of Learning," focusing on skill-building across technical, behavioral, and compliance areas through a comprehensive training initiative.</p>	<p>Gender parity across all departments will be prioritized to ensure a balanced workforce, with the goal of reaching this milestone by 2030.</p>

# Supply Chain Responsibility

From start to finish, every link in our supply chain is held to the same high standards of responsibility that we apply within our own operations.

## Where We Stand Today

<p><b>SUPPLIER EVALUATION PROCESS</b></p> <p>We assess suppliers through a comprehensive process to verify compliance with ethical, environmental, and human rights standards. Before onboarding, suppliers must complete a self-assessment covering labor laws, environmental practices, and anti-corruption policies. Our Supplier Code of Conduct requires suppliers to uphold these standards and formally confirm their commitment.</p>	<p><b>SUPPLIER AUDITS POST-ONBOARDING</b></p> <p>After onboarding, suppliers undergo regular third-party audits under frameworks like SEDEX and WRAP, which involve site inspections and document checks. We also conduct periodic performance reviews to ensure compliance with ethical standards.</p>	<p><b>SUPPLIER COMPLIANCE ENFORCEMENT</b></p> <p>We adopt a strict zero-tolerance stance toward violations of ethical practices. Violations trigger an investigation, including document reviews, interviews, and possible site visits. If violations are substantiated, suppliers must implement a Corrective Action Plan (CAP), which we monitor. We collaborate in helping suppliers meet standards, but failure to comply results in the termination of the partnership.</p>
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## Where We’re Headed

<p><b>SUPPLIER GRADING SYSTEM IMPLEMENTATION</b></p> <p>By 2026, a Supplier Grading System will be implemented, ranking suppliers based on their ethical and sustainability practices, strengthening supply chain integrity.</p>	<p><b>GREENER SUPPLY CHAIN</b></p> <p>By 2030, suppliers will be required to fully comply with environmental regulations, including waste management and carbon reduction goals, and will transition to 50% renewable energy use across the supply chain.</p>	<p><b>ANNUAL SUPPLIER AUDITS</b></p> <p>By 2026, all suppliers will undergo annual audits under SEDEX or WRAP frameworks, while all yarn suppliers will be mandated to hold OEKO-TEX certification. By 2025, 100% compliance with human rights standards will be achieved, eradicating unfair wages, child labor, and discrimination within the supply chain.</p>
<p><b>TRANSPARENCY IN SUPPLIER RESPONSIBILITY</b></p>	<p><b>CAPACITY-BUILDING INITIATIVES</b></p>	

<p><b>REPORTING</b></p> <p>Starting in 2026, an annual Supplier Responsibility Report will be published, evaluating top-tier supplier performance and identifying areas for improvement. By 2028, a Blockchain-Based Tracking System will be implemented to provide full transparency on the ethical and environmental impact of raw materials.</p>	<p>Supplier training will be expanded to focus on critical growth and innovation areas. A Supplier Incentive Program will be launched to reward high-performing suppliers with benefits such as longer contracts and shared cost savings.</p>
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# Sustainability

Embedding eco-conscious practices at every level, hereby forging a path toward manufacturing that's a force for environmental stewardship.

## Where We Stand Today

<p><b>SUSTAINABLE FABRICS</b></p> <p>We prioritize sustainable sourcing by using OEKO-TEX® Standard 100-certified fabrics and integrating recycled polyester and organic cotton into our products to replace virgin resources and reduce our environmental footprint.</p>	<p><b>RESOURCEFUL DESIGN THINKING</b></p> <p>We create designs that squeeze the most out of every fabric roll, reducing waste while maintaining product integrity throughout production.</p>	<p><b>ECO-FRIENDLY PACKAGING</b></p> <p>As of 2024, we have made the shift to recyclable paper-based packaging for all our products, reducing waste and supporting circularity.</p>
<p><b>ENERGY-SMART MANUFACTURING</b></p> <p>We have designed our factory's design to maximize natural light, reducing the reliance on artificial lighting and limiting the use of air conditioning for machines in the summer, and we have outfitted the facility with LED lighting to further support energy savings.</p>	<p><b>WASTE REDUCTION VIA QUALITY CONTROL</b></p> <p>We are an ISO 9001-certified factory, where strict quality control reduces production defects and waste, while our commitment to continuous improvement drives efficiencies in both material use and energy consumption.</p>	<p><b>CIRCULAR ECONOMY PARTNERSHIPS</b></p> <p>We work with a recycling organization to ensure all waste materials are processed responsibly and recycled, not sent to landfills.</p>

## CERTIFIED FOR SUSTAINABLE EXCELLENCE

We meet the rigorous standards of OEKO-TEX® Standard 100, WRAP Gold, Higg Index, and ISO 14001:2015, which validate our commitment to creating safe and sustainable textiles, prioritizing social responsibility, and implementing structured environmental management systems.

## Where We're Headed

<p><b>RENEWABLE ENERGY INTEGRATION</b></p> <p>Solar panels will supply 20% of our factory's energy needs by 2028, with expansion plans set to reach 50% by 2030.</p>	<p><b>SUSTAINABLE FABRIC FOCUS</b></p> <p>70% of the materials we use will be sustainable by 2027, focusing on organic and recycled options.</p>	<p><b>PLASTIC-FREE PACKAGING</b></p> <p>90% of our packaging is now paper-based. We use plastic only where essential — for dust protection in on-street stores — and we're on track to fully phase it out by 2030.</p>	<p><b>ZERO-WASTE PACKAGING</b></p> <p>A 30% reduction in packaging waste will be achieved by 2025, driven by optimizing material use, eliminating unnecessary packaging components, and transitioning to lightweight, recyclable alternatives.</p>
<p><b>CLOSED-LOOP RECYCLING</b></p> <p>Recycled materials will be reintegrated into the production process by 2027, completing a fully operational closed-loop system.</p>	<p><b>GREEN TEAMWORK</b></p> <p>Waste reduction will be incentivized, with clear targets for a 10% decrease annually through employee engagement and eco-friendly practices.</p>	<p><b>SUSTAINABILITY AWARENESS DRIVE</b></p> <p>A company-wide sustainability education program will be launched by 2025, making eco-conscious practices a core part of the culture, while a customer recycling program will be introduced to incentivize sock recycling and promote circularity.</p>	<p><b>SECURING KEY CERTIFICATIONS</b></p> <p>GOTS and GRS certifications will be attained by Q3 2025, underscoring the commitment to using safe and sustainable materials.</p>

# Quality

Honing in on the details that shape our relentless commitment to creating socks that set the gold standard for quality—pair by pair.

## Where We Stand Today

<p><b>QUALITY IN EVERY PAIR</b></p> <p>We prioritize material excellence by using premium, OEKO-TEX® Standard 100-certified fabrics to deliver breathability, elasticity, and long-lasting durability. Each pair is consistently uniform in texture, color, and stitching to uphold the highest quality standards.</p>	<p><b>ADVANCED PRECISION</b></p> <p>We achieve precision in every stitch by using high-tech knitting machines, regularly calibrated to maintain the highest level of consistency and accuracy.</p>	<p><b>END-TO-END QUALITY CONTROL</b></p> <p>We monitor total production oversight with strict quality checks at every stage, from material inspection where tensile strength and elasticity are tested, to supervisor-led in-process checks during knitting, boarding, and packing, and performing rigorous post-production wear tests and durability assessments.</p>
<p><b>EMPLOYEE QUALITY OWNERSHIP</b></p> <p>We build a proactive quality culture by training staff to manage quality autonomously and become quality checkers for their own work, empowering them to identify and correct issues at the earliest point possible.</p>	<p><b>ACCREDITED QUALITY</b></p> <p>We combine ISO 9001:2015 certification for quality management, OEKO-TEX® Standard 100 for material safety, WRAP Gold certification for ethical practices, and SEDEX SMETA audits for complete operational transparency to uphold industry-leading standards across all processes.</p>	

## Where We're Headed

<p><b>MINIMIZING DEFECTS</b></p> <p>Defect rates will be cut by 15% by 2025. Daily quality logs will be maintained by floor supervisors, compiled into monthly reports, and reviewed by the Quality Assurance (QA) team.</p>	<p><b>UPRAISING QUALITY THROUGH SUSTAINABILITY</b></p> <p>50% sustainable materials will be used by 2027, with quality remaining equal to or surpassing current standards. Sustainable fibers will undergo continuous testing and refinement to guarantee excellence.</p>
<p><b>TIMELY, QUALITY-CONSCIOUS DELIVERIES</b></p>	<p><b>ELEVATED CUSTOMER SATISFACTION</b></p>

<p>98% of shipments will meet client quality standards and be delivered on schedule. An integrated ERP system will track production timelines and compliance with client specifications.</p>	<p><b>SCORE</b></p> <p>Customer satisfaction will reach 99% by 2026. Customer feedback from post-purchase surveys will be analyzed quarterly and shared with production teams for resolution.</p>
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