



PopSockets’s Commitment to Labor Rights

March 2024

Dear Valued Customers and Stakeholders,

PopSockets makes fashionable mobile phone accessories. Selling over 275 million phone grips, PopSockets has an expanding ecosystem of cases, wallets, mounts and customizable products. We aim to create an Eternal Positivity Machine, a long-lasting business that is a true force for good. Impact initiatives to-date have resulted in over \$4 million in cash and product donations to over 400 non-profits, TerraCycle® recycling programs, use of 99% recyclable FSC certified packaging, and adoption of an animal welfare corporate policy. Our commitment to labor rights in our supply chain dates back to 2016, and is a cornerstone of our impact work today.

To ensure we actively live these values, PopSockets maintains a labor rights program focused on improving working conditions in our supply chain. Our program centers on our [Supplier Code of Conduct](#) and [Standards](#). The initiative is run by expert staff leading from our headquarters in Boulder, Colorado, and supported by our China CSR team. We align with the principles of the [Fair Labor Association](#), a non-profit dedicated to improving workers’ lives worldwide. Accreditation involves a multi-year evaluation of our labor rights program to ensure it meets or exceeds their Principles of Fair Labor and Responsible Sourcing, among the highest standards for labor rights. Our comprehensive program achieved accreditation in October 2022.

Our Supplier Code of Conduct and Standards are designed to exceed legal requirements in almost every country and incorporate best practices in our labor standards requirements. For example, our child labor threshold age is 17, higher than age 15 as enshrined by the International Labour Organization and most other company Codes of Conduct. We regularly evaluate and update our Code and Standards, as well as our program generally, with an eye towards best practices. This helps us ensure the highest standards in our supply chain and meet or exceed our legal and customer requirements regarding human rights due diligence.

Our labor rights program’s success depends on the partnership of our suppliers and their subcontractors, and our logistics partners. Supply chain partners are required to adopt and adhere to our Supplier Code of Conduct. We ensure this adherence through our thorough due diligence program involving pre-sourcing screenings for labor rights risks, annual Supplier Code of Conduct audits, and root cause analysis for sustainable remediation.

PopSockets recognizes the importance of external partnerships with civil society organizations and other businesses in improving working conditions. Our past relationships have focused on women’s empowerment, leadership training, and grievance mechanisms. We remain committed to partnering with like-minded organizations in advancing working conditions.

Our labor rights work is integral to the creation of the Eternal Positivity Machine and being a force for good. We are committed to continuing this work for years to come. Please contact responsiblesourcing@popsockets.com for further questions.

Sincerely,

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