

**UNITED NATIONS GLOBAL COMPACT
ANNUAL COMMUNICATION ON PROGRESS**

Country: Canada

Industry Sector: Manufacturer/Supplier

Report Period: October 2007 - December 2009 (1st COP Submission)

COMPANY DESCRIPTION:

STORMTECH Performance Apparel has been successfully conquering the challenges of extreme and unpredictable climates since 1977. Careful thought and planning goes into designing every product we make.

Performance fabrics and components are combined with high standards of workmanship and corporate accountability to result in responsibly produced, quality garments.

What began as a small promotional apparel company has grown today into a globally recognized Canadian brand. Our international distribution network in over 25 countries allows us to deliver client orders to North America, Europe, the South Pacific and Asia.

COMPANY COMMITMENT:

STORMTECH is proud to have been a member of the United Nations Global Compact since 2007– and is committed to upholding its Ten Principles that pertain to human rights, labour, environmental standards, and anti-corruption.

We believe that by incorporating these principles into our action plans for each year we can create a better local and global community for everyone to enjoy. These actions begin at the top-most levels of our company's management, and trickle down into the daily activities of everyone who works for us or with us.

Our commitment in 2010 is to continue our focus, and work with our suppliers as well as our own internal staff to further increase awareness about corporate social responsibility and integrating and enhanced respect for the earth and its inhabitants into our daily activities.



Blake Annable
President, CEO
STORMTECH Performance Apparel

POLICIES/PRACTICES REGARDING UNGC PRINCIPLES:

Human Rights:	<p>Principle 1: Business should support & respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Business should ensure that they are not complicit in human rights abuses</p>
<p><i>STORMTECH believes strongly in human rights. All humans deserve equality, rights, & respect.</i></p> <p><i>Because STORMTECH has been a member of the Fair Labour Association since 2007 our labour standards reflect the requirements of the FLA (and therefore the UN International Labour Organization).</i></p> <p><i>STORMTECH works with factories that uphold the Worldwide Responsible Apparel Production standards.</i></p>	<p>Actions & Indicators:</p> <p>At the factory level STORMTECH requires each 3rd party vendor that manufacturers our product sign a contract stating their support of our labour standards.</p> <p>Specific requirements are mandated for all vendors that we deal with - including such stipulations as the non-use of involuntary/forced labour, and workers under the age of 14.</p> <p>Factories are required to provide work environments free from harassment, abuse, and corporal punishment. Residential housing that is provided for workers must be safe and healthy.</p> <p>Factories are required to pay minimum compensations, & provide all mandated wages, allowances, and benefits.</p> <p>Within its own offices STORMTECH proudly supports diversity among its employees in areas such as gender, ethnicity, sexual orientation, and disabilities.</p> <p>For three years the STORMTECH Cares Campaign has provided warm winter jackets to those less fortunate in Vancouver and Toronto. To date approximately 10,000 garments have been individually wrapped and handed out by our employees at various locations.</p> <p>Annual reviews by each department manager help to ensure that everyone is happy and productive.</p> <p>STORMTECH offices are required to have established safety committees that consist of managers and employees who are trained in areas of CPR, and crisis management.</p>

Labour Standards:	<p>Principle 3: Business should uphold the freedom of association & the effective recognition of the right to collective bargaining.</p> <p>Principle 4: Business should support the elimination of all forms of forced and compulsory labour</p> <p>Principle 5: Business should support the effective abolition of child labour</p> <p>Principle 6: Business should support the elimination of discrimination in respect of employment and occupation</p>
<p><i>STORMTECH takes a great deal of pride in its workforce and upholds employment standards in its offices / warehouses in all of its international offices.</i></p> <p><i>Employees with HR questions can either talk directly to their department manager or go to an HR staff person.</i></p>	<p>Actions & Indicators:</p> <p>At the factory level STORMTECH requires each 3rd party vendor that manufactures our product sign a contract stating their support of our labour standards. These standards include:</p> <ul style="list-style-type: none"> • Non-use of involuntary or forced labour; indentured, bonded, or otherwise. • Non-use of employees under the age of 14 or any age interfering with compulsory schooling. If local laws require lower minimum age then these are followed. • Recognition of employee rights to free association and collective bargaining • Maintaining work environments free from harassment, abuse, or corporal punishment. • Employee compensation based on skills and ability to do their jobs rather than personal characteristics or beliefs <p>STORMTECH held an internal planning session in 2009 that included the revue of our plans for hiring, training, and career development.</p> <p>The company clearly outlines its rules regarding work hours, breaks, etc for its employees. Position availability is posted to all employees - and most recently staff from two Canadian offices were able to apply for a position in our UK office.</p>

Environment:	<p>Principle 7: Business should support a precautionary approach to environmental challenges</p> <p>Principle 8: Business should undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies</p>
<p><i>One person is responsible in our company for reviewing STORMTECH environmental requirements with factories.</i></p>	<p>Actions & Indicators:</p> <p>At the factory level STORMTECH requires each 3rd party vendor that manufactures our product to sign off on the STORMTECH OurWorld Production Code. This code requires factories to not only comply with all applicable local laws, but sets standards that supports the International Standard Organizations 14000 series of environmental standards.</p> <p>These standards include:</p> <ul style="list-style-type: none"> • Limitations in the areas of air,water, soil, and noise pollution • Requirements to recycle where-ever possible • Non-use of phosphate compounds, heavy metals, harmful dyes, chlorine bleaches, or black listed/red listed / carcinogenic or mutagenic substances in our products <p>In Spring 2010 our company has launched a new line of technical fabrics that are produced in part from recycled water and pop bottles.</p> <p>STORMTECH strives to use FSC, recycled paper, and earth-friendly inks whenever possible - whether it be shopping bags, flyers, business cards, magazines, catalogues, or shipping boxes.</p> <p>Our warehouses re-use boxes to send product to clients, and compact/recycle any paper products that can no longer be used, including all catalogues and flyers.</p> <p>Our offices recycle/shred all unused paper.</p>

Anti-Corruption	Principle 10: Business should work against corruption in all its forms, including extortion and bribery.
STORMTECH does not allow for any corruption to occur at any level.	<p>Actions & Indicators:</p> <p>As part of it's production and labour standards, STORMTECH has had all of it's vendors agree to:</p> <ul style="list-style-type: none"> • maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (e.g. drugs, explosives, biohazards, and/or other contraband). • comply with applicable customs laws and in particular, establish and maintain programs to comply with customs laws regarding illegal transshipment of apparel products. <p>STORMTECH records are routinely audited</p>

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