

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

INTRODUCTION

Redbubble works hard to ensure that products on the Redbubble marketplace are produced ethically by the independent third party printers that comprise the marketplace supply chain (“Printers”).

Redbubble supports the goals of the California Transparency in Supply Chains Act of 2010 (SB 657) (the “Act”) and Fair Labor Association Code of Conduct (the “Code”) to eradicate slavery and human trafficking within global supply chains. The Code is based on international labor laws and mandates that workers receive fair wages and benefits in compliance with all applicable laws.

Redbubble strives to ensure that products available on the Redbubble marketplace are ethically sourced in accordance with the Act and the Code.

CERTIFICATION

As a condition of doing business within the Redbubble marketplace, Printers are required to certify their full compliance with the Code. Redbubble will not do business with a Printer that fails to certify such compliance and Redbubble will cease to do business with a Printer that fails to comply with their certification.

AUDIT

Regular audits will be undertaken by either Redbubble or independent auditors at the facilities of Printers. The objective of such audits will be to verify the Printers’ full compliance with the Code.

VERIFICATION

Redbubble utilizes a risk based approach, which takes into consideration the general conditions of the country where the product is being produced. For example the facility audits referred to above are prioritised upon this risk based approach.

INTERNAL ACCOUNTABILITY

Redbubble has a zero tolerance policy for forced labor within Printers’ workplaces. If forced labor at a Printer’s facility is discovered, then that Printer will be immediately removed from participation the marketplace.

TRAINING

Redbubble conducts regular training in relation to its Social Responsibility program for all relevant employees.