



Policy on Freedom of Association

For more than 20 years, the University of Notre Dame has been a national leader in the college licensing industry in the movement to improve workers' rights around the globe. Within this movement, most colleges and universities have adopted policies regarding disclosure of factory site locations and a commitment to independent monitoring of the global factory supply chain that produces licensed merchandise. Notre Dame was the first university in the country to adopt a code of conduct for its licensees and the first to undertake independent monitoring of factories where its licensed products are manufactured. The University is a founding member of the Fair Labor Association and is a member of the Worker Rights Consortium.

Notre Dame also has taken a unique national leadership position on the issue of Freedom of Association for workers in the supply chain. The University's policy was crafted by the President's Task Force on Anti-Sweatshop Initiatives, which included Notre Dame faculty members, administrators, students and representatives of key licensees. It was originally approved by the University's President, Rev. Edward A. Malloy, C.S.C. The approved policy provides that Notre Dame licensed products cannot be manufactured in countries lacking a legal right for workers to organize and form independent labor unions of their own choosing. Based upon Catholic social teaching, the policy requires that workers who manufacture Notre Dame products be legally permitted to organize labor unions and negotiate with factory management for improved wages, hours, working conditions, health and safety issues and other terms and conditions of their employment.

The University of Notre Dame will not allow its licensees to produce products in countries that do not lawfully recognize fundamental Freedom of Association rights for workers. There are currently 11 countries in the world that do not comply with that principal, including China. The impact of this policy is very important and the University community can support it by ordering and purchasing products consistent with the policy. Please note that products manufactured in Taiwan and Hong Kong are acceptable; and further that products not featuring any Notre Dame trademarks manufactured in China are not addressed by the University's policy.

PRECLUDED COUNTRIES

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|-------------------|----------------------|
| Afghanistan | Qatar |
| China | Saudi Arabia |
| Equatorial Guinea | Somalia |
| Iran | Turkmenistan |
| Laos | United Arab Emirates |
| Oman | |

