

# NOSO Patches Code of Conduct



NOSO Patches, LLC. is in the process of developing a sustainability statement consistent with fair labor practices and the Fair Labor Association's, [Code of Conduct](#). On a high-level, NOSO aspires to be a fair employer, vendor, and business partner sensitive and supportive of labor rights and quick to take action against abuses both internally and within the supply chain.

Our recruiting practices encourage diversity and equity. NOSO seeks partners who are diverse in thought, perspective, and background. We believe the result is a happier and more productive work environment.

At NOSO, we encourage regular communication between team members. We are trained in conflict resolution to identify and address discrimination or harassment issues as soon as possible. We strive to be sensitive to inclusivity issues and work to over communicate and involve partners in as many aspects of the business as possible.

NOSO aspires to provide a fair living wage.

NOSO allows employees workday (hours) and work location flexibility. Again, we feel this results in a happier, more committed employee.

As a women owned business, NOSO is particularly interested in the rights and empowerment of women and girls and supports the efforts of various NGOs such as Equity Now, the Human Rights Watch, and the UN Women's Watch.

NOSO works to maintain transparency in its operations and welcomes the opportunity to receive feedback for improvement and open to collaboration in order to find the best solution for the issue at hand.

In all, NOSO seeks to create a safe, secure, and trusting environment for employees, customers, and vendors where the rights of its business partners are supported, promoted, and celebrated.

The following are the basic tenants of our culture founded on respect and consideration. We seek these qualities during candidate interviews and orient new associates during on boarding.

- listen actively and respond with empathy
- communicate face-to-face, in person if possible
- share thoughts, feelings, and rationale
- take ownership of your job and volunteer for tasks that may not be your direct responsibility
- help others
- seek out the truth by working with those closest to the issue; don't make assumptions
- provide support and maintain self-esteem
- be sincere and honest in all communications
- seek out opportunities to train others
- be an active learner
- hold ourselves and others accountable for upholding these principals