OUR POLICIES

At Uinta Design , we regularly assess our processes and explore new innovations and practices that align with our values. By staying up-to-date with the latest advancements in sustainable design and manufacturing, we aim to lead by example and inspire positive change in our industry.

As our our esteemed manufacturers, you represent Uinta and our policies, which will be outlined in the upcoming slides.
These guidelines serve as our collective compass, ensuring excellence and alignment with our values in every facet of production.

uinta design
CUSTOM BAGS & ACCESSORIES

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Product Safety Policy

At Uinta Design, we are committed to ensuring the safety and well-being of our customers, employees, and the environment. We strive to provide products that meet the highest standards of safety and adhere to all relevant legal and regulatory requirements.
Our Product Safety Policy is based on the following principles:

Leadership commitment and accountability: We are dedicated to maintaining a culture of product safety throughout our organization. Our leadership team takes responsibility for the implementation and continuous improvement of our product safety practices.

Level of product safety: Our products are designed to achieve a high level of safety, exceeding the requirements set by industry standards, regulations, and laws. We conduct thorough risk assessments throughout the product lifecycle to identify and mitigate potential safety risks.

Maintaining and improving product safety: We are committed to continuously improving our product safety practices. We actively engage in setting industry standards and good practices, and we seek to stay at the forefront of knowledge and advancements in safety evaluation.

Conforming product: We ensure that our products and those of our suppliers conform to their specifications by following rigorous processes and quality control measures.

Safety awareness and competence: We believe that product safety is a shared responsibility. We promote safety awareness among all employees and provide appropriate safety training to ensure competence in their roles. We encourage open communication about safety concerns and provide a supportive environment for reporting such issues.

Providing relevant information: We are committed to providing interested parties with accurate and relevant factual information about the safety of our products and packaging. Transparency and open communication are integral to building trust and confidence among our customers and stakeholders.

Compliance with legal requirements: We are dedicated to meeting or exceeding all applicable legislative and regulatory requirements concerning product safety and labeling. We stay updated on evolving regulations to ensure our products always remain in compliance.

By adhering to this Product Safety Policy, we aim to protect the well-being of our customers, employees, and the environment. We believe that responsible business practices require unwavering dedication to product safety, and we are committed to upholding this commitment in all aspects of our operations.

Note: This Product Safety Policy is subject to periodic review and may be updated to reflect evolving industry practices and regulatory requirements.

Uinta Design Company Policy on Social Responsibility Awareness

Introduction: At Uinta Design Company, we recognize the importance of social responsibility principles in guiding our everyday decision making and ethical practices. Social responsibility principles provide a foundation for ethical policies and procedures, allowing us to build an effec tive and sustainable compliance program. This policy aims to create awareness and promote social responsibility throughout our organization and in our interactions with business partners.

Code of Conduct (COC): 1.1 A code of conduct serves as a statement of principles that aligns our business practices with ethical standards and compliance with the laws and regulations of the United States. 1.2 Uinta Design Company adopts the voluntary Code of Conduct provided by PPAI as a best practice. 1.3 All employees within our organization and our business partners should be aware of the code and trained in its application. 1.4 Vendors, contractors, agents, and factories should commit to audits and corrective action plans to ensure sustainable social responsibility.

Staff Training and Compliance Officer: 2.1 Uinta Design Company designates a compliance officer responsible for ensuring compliance with the code of conduct. 2.2 The compliance officer will provide training throughout the organization, and collaborate with agents involved in the audit process. 2.3 Training sessions will educate employees about social responsibility principles, and responsible business practices.

Supplier Commitment: 3.1 Business partners, including vendors, contractors, agents, and factories, should acknowledge and commit to compliance with our code of conduct. 3.2 Business partners are responsible for educating their workers about the provisions and expectations of the code. 3.3 Audits will determine future business relationships, emphasizing the importance of compliance.

Grievance Mechanisms: 4.1 Uinta Design Company establishes formal and secure grievance mechanisms to encourage workers to voice their concerns, issues, and complaints. 4.2 These mechanisms ensure worker protection and provide direct and confidential channels for reporting grievances.

Monitoring and Audits: 5.1 Monitoring throughout the supply chain ensures consistent compliance with the code of conduct. 5.2 Audits may be conducted to collect data, verify compliance, and identify areas for improvement. 5.3 Audits include pre-visit preparation, facility inspections, document reviews, worker and management interviews, and data review. 5.4 Data analysis will aid in identifying trends, addressing non-compliance, and implementing corrective action plans.

Information Management: 6.1 Uinta Design Company emphasizes accurate record-keeping and data management to support social responsibility efforts. 6.2 Thorough analysis of records and data will help identify positive and negative trends, enabling the organization to respond appro priately and implement corrective action plans.

Corrective Action Plans (CAPs): 7.1 When non-compliance is identified, Uinta Design Company will execute detailed and timely corrective action plans. 7.2 CAPs will address the root causes of non-conformance, outline specific steps and timelines for improvement, and assign clear accountability. 7.3 Effective CAPs ensure the remedy of non-compliance and prevent its recur rence in the future.

Responsible Sourcing Practices: 9.1 Uinta Design will establish specific policies and protocols for engaging with vendors, ensuring responsible sourcing practices. 9.2 These practices will guide vendor engagement activities and provide a roadmap for decision making, instilling confidence and reassurance in our interactions with regulators.

Uinta Design Company Policy on Undue Influence and Compliance with Consumer Product Safety Improvement Act (CPSIA)

Statement of Policy: Uinta Design recognizes its responsibilities under the Consumer Product Safety Improvement Act (CPSIA) for ensuring that products comply with the requirements of the CPSIA. Testing and certification of certain products are crucial for compliance. It is our policy to strictly adhere to the requirements of the CPSIA and to refrain from applying undue influence on any third-party conformity assessment bodies (testing laboratories) engaged in testing our products.

Definition of Undue Influence: Undue influence, as per our company policy, refers to any action or statement that undermines the credibility and validity of the testing process used for the certification of products, suppliers, or factories. The law does not provide a specific definition of undue influence, and if any doubt arises, employees are encouraged to report it.

Reporting Incidents of Undue Influence: All employees have the responsibility to report any incidents of possible undue influence promptly. Any reported incidents will be fully and promptly investigated. We assure you that every effort will be made to maintain the confidentiality of the reports. Retaliation against employees for reporting incidents or cooperating with investigations will not be tolerated.

Training: To ensure compliance with our policy on undue influence, Uinta Design Company will provide training to all employees who interact with testing laboratories. This training will educate employees on avoiding actions or statements that may be considered undue influence. In the event of policy changes, all employees will be retrained to understand and implement the revised policies. Additionally, as required by the Consumer Product Safety Commission (CPSC), all trained employees must sign a statement confirming their attendance at the training sessions.

Procedure for Reporting Undue Influence: If you witness or become aware of an incident involving undue influence, it is your responsibility to report it. In most cases, you should report the incident to your immediate supervisor. However, if you feel uncomfortable reporting to your supervisor or if they are involved in the incident, you should contact Faith Thuet, Product Safety Awareness Ambassador, the designated individual responsible for investigating undue influence within our company. Alternatively, incidents may also be reported to any Manager in the company.

Actions Taken for Undue Influence: In cases where undue influence has been determined to have occurred, appropriate disciplinary actions will be taken in accordance with our employee disciplinary policies. The disciplinary measures may range from verbal or written warnings to termination of employ ment, based on the severity of the incident. Additionally, corrective actions such as retesting the prod ucts and retraining employees will be implemented to rectify the situation. All incidents of undue influence will be promptly reported to the Consumer Product Safety Commission.

This Policy is effective as of 07/10/2023

Code of Conduct for Manufacturers and Vendors

At Uinta Design, we value ethical and responsible business practices. We expect our manufacturing partners and vendors to adhere to the following principles and commitments in order to foster decent and humane working conditions. This Code of Conduct is based on labor standards defined primarily by the United Nations (UN) through the International Labor Organization (ILO).

Abuse of Labor: We strictly prohibit any form of forced labor, including indentured, bonded, or slave labor. Our manufacturing partners must ensure that all work is voluntary and free from any form of coercion or threat. Policies should be in place to acknowledge workers' rights and educate those who are most vulnerable to prevent abuse.

Child Labor: We do not tolerate the use of child labor in any stage of the manufacturing process. Manufacturing partners must comply with the minimum age provisions defined by the ILO and applicable laws and regulations. We expect manufacturers to prioritize the well-being, development, and dignity of children.

Freedom of Association: We respect the rights of workers and employers to establish and join organizations of their choosing without prior authorization. Our manufacturing partners should create an environment that fosters respect for employees' rights to associate, organize, and bargain collectively. They should refrain from any action that interferes with or represses these fundamental rights.

Discrimination: We uphold the principle of equality and prohibit workplace discrimination based on characteristics such as race, color, sex, age, religion, political affiliation, disabilities, sexual orientation, social origins, genetics, or lifestyle choices. Our manufacturing partners and vendors must treat all employees with fairness and respect, ensuring equal opportunities for advancement and a work environment free from discrimination.

Hours and Wages: We expect our manufacturing partners to comply with ILO standards on working time and wages. They should provide regulated hours of work, adequate rest periods, and annual holidays to safe guard workers' physical and mental health. Wages should be paid regularly and in compliance with minimum wage levels set by national laws or regulations. All applicable laws and regulations regarding wages, work hours, hiring, benefits, and overtime must be strictly adhered to.

Additional Expectations for Distributor and Manufacturer Relationship:

In addition to the above principles, we expect our manufacturing partners to maintain a strong commitment to the following:

Product Safety: Manufacturers must comply with all relevant product safety laws and regulations. They should ensure that the products they produce meet the highest standards of quality, safety, and functionality. Where feasible and appropriate, manufacturers should also meet applicable voluntary industry standards.

Environmental Responsibility: Manufacturers should minimize their adverse impact on the environment and abide by all applicable environmental laws and regulations. They should manage their production processes, energy and water usage, and waste systems for maximum efficiency and minimal harm to the environment.

Supply Chain Transparency: Manufacturers should maintain transparent and accountable supply chains. They should implement procedures to trace the origin of materials and components used in their products. Upon mutual agreement, they should be open to audits by our company's staff or qualified third-party organizations to ensure compliance with ethical standards.

By adhering to this Code of Conduct, our manufacturing partners demonstrate their commitment to ethical and responsible practices. We strive to form strong and mutually beneficial relationships between Uinta Design and our valued manufacturing partners and vendors.

Note: This Code of Conduct is based on PPAI's Code of Conduct and can and will be frequently reviewed, customized, and tailored to fit the specific needs and requirements of Lloyd and Leo. If this Code of Conduct is altered, all Manufacturers and Vendors will be asked to sign the amended Code.

Our Commitment to the Planet

We are committed to adding new, unique, and sustainable materials as options for our distributors. We pride ourselves on using suppliers and manufacturers that actively source phthalate, lead, and cadmium-free materials.

We prioritize quality and safety by conducting thorough third-party testing upon request, to verify compliance with international standards and regulations.

Our factories are GCL certified and conform to the Global Recycled Standard (version 4.0).

PROP 65 COMPLIANT

GCL CERTIFIED

GLOBAL RECYCLED STANDARD

THIRD PARTY TESTING

Our Eco Materials

COFFEE / CORK LEATHER

ECO COTTON

VEGAN LEATHER

RECYCLED WATER BOTTLES

CACTUS LEATHER

RECYCLED TWILL

ECO COTTON

Eco cotton is produced using sustainable farming practices that minimize the use of harmful chemicals and promote biodiversity. Its cultivation involves organic methods, such as crop rotation and natural pest control, making it an environmentally-friendly choice for bag materials due to its reduced ecological footprint and support for healthier ecosystems.

COFFEE / CORK LEATHER

Coffee leather is created from recycled coffee grounds and other sustainable materials. Cork leather is derived from the bark of cork oak trees, harvested without harming the tree; Both in their production offer a renewable, biodegradable, and water-resistant option for bag materials, showcasing sustainability and durability while adding a unique look.

VEGAN LEATHER

Vegan leather is manufactured using materials like polyurethane or plant-based alternatives, avoiding the use of animal hides. Its production process reduces animal exploitation and environmental impact, offering a cruelty-free and sustainable option for bag materials that replicates the look and feel of traditional leather without harming animals.

RECYCLED WATER BOTTLES

RPET (Recycled Polyethylene Terephthalate) materials are created by collecting used plastic bottles, cleaning them, breaking them down into small chips, and then melting and spinning these chips into fibers used for bag production. RPET serves as an excellent bag material due to its eco-friendly nature, diverting plastic waste from landfills, reducing energy consumption, and lowering carbon emissions when compared to the production of virgin polyester.

RECYCLED TWILL

Recycled twill is crafted from discarded fabrics or yarns, which are collected, sorted, and processed into new twill material through weaving or other textile production methods. Its creation minimizes textile waste, conserves resources, and reduces the environmental footprint associated with manufacturing, offering a sustainable and durable choice for bags.

Want to know more?

Read more about our Sustainability

View our past Eco projects