

The FiveADRIFT Plastic Ban

Supplier and Fulfillment Requirements

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Applies to every mill, factory, converter, printer, freight forwarder, and fulfillment partner that touches a FiveADRIFT product, component, or shipment

Issued by FiveAdrift LLC, Boston, Massachusetts

This is the working document we send our own suppliers, with their names removed. It is published so other brands can use it. Copy it, edit it, send it. If you would like help making it hold, that is what we do: fiveadrift.com/consulting.

1. The rule

No plastic may be used in, on, or around a FiveADRIFT product at any stage from raw material to the customer's door. This includes the product itself, every component attached to it, every layer of packaging, and every material used to move, store, or ship it.

There are no standing exceptions. A supplier who believes plastic is unavoidable for a specific use must request a written exception before use (Section 6). Unrequested substitutions are a breach.

2. What "plastic" means in this document

Any synthetic or semi-synthetic polymer in any form: rigid, film, foam, fiber, coating, laminate, adhesive, or ink carrier. This includes, without limitation:

- Polyethylene (PE, LDPE, HDPE), polypropylene (PP), polyester (PET, PETG), PVC, polystyrene and expanded polystyrene (PS, EPS), nylon (PA), polyurethane (PU), acrylic, EVA, TPU
- Bio-based and compostable plastics, including PLA, PHA, PBAT, and "plant-based" films. Compostable plastic is plastic for the purposes of this ban.
- Recycled plastics of any kind, including rPET and ocean-bound plastic. Recycled plastic is plastic for the purposes of this ban.
- Plastic coatings and laminates on paper or board, including polyethylene coating, glossy film lamination, and foil-plastic laminates. Water-based (aqueous) coatings on printed board are permitted; film lamination is not.

- Synthetic fibers in thread, labels, trims, elastic, and cord

Not covered by this ban (permitted): natural fibers (hemp, cotton, linen, wool, silk), paper and board, cellulose, wood, glass, metal, natural rubber, natural waxes, water-based inks, and dyes and finishes that meet OEKO-TEX Standard 100 or GOTS.

3. Prohibited materials by stage

3.1 Product and components - Synthetic sewing thread. Use cotton or cotton-core thread. - Woven or printed labels containing polyester, nylon, or plastic coating. Use cotton or Tencel labels, or print direct to fabric. - Plastic hangtag fasteners (swift tacks, loop locks, safety-pin barbs). Use cotton string, jute, or paper tacks. - Plastic sizing strips, collar stays, clips, and inserts - Synthetic elastic, cord, or drawstring - Buttons, toggles, snaps, zippers, or hardware made of or coated with plastic - Plastic-based finishes, softeners, water-repellents, or anti-microbial treatments

3.2 Retail and gift packaging - Polybags, garment bags, and unit bags of any plastic, including compostable - Film lamination, plastic windows, plastic tear strips, and plastic tabs on boxes, sleeves, and envelopes - Plastic-coated tissue paper, wrapping paper, or crinkle paper - Stickers, labels, and hangtags on plastic film or with plastic liners - Foam, bubble, air pillows, or plastic void fill - Plastic ribbon, raffia, twine, or bows

3.3 Inbound freight (supplier to warehouse) - Plastic stretch wrap and shrink wrap on pallets. Use paper pallet wrap or corrugated corner boards with paper strapping. - Plastic strapping. Use paper or metal strapping. - Plastic tape on cartons, including polypropylene and PVC tape. Use water-activated paper tape or kraft paper tape with natural rubber adhesive. - Plastic carton liners, desiccant packs in plastic, and plastic edge protectors - Plastic document pouches on cartons. Use paper packing-list envelopes.

3.4 Warehouse and outbound (fulfillment partner) - Poly mailers, bubble mailers, and plastic-lined padded mailers. Use paper mailers, curbside-recyclable padded paper mailers, or corrugated boxes. - Plastic tape of any kind. Use water-activated paper tape. - Plastic void fill, air pillows, foam peanuts, or bubble. Use kraft paper, corrugated inserts, or molded pulp. - Plastic shipping-label stock or thermal labels with plastic liners, where paper-liner alternatives are available from the carrier or label supplier - Plastic bags for pick, pack, or returns processing

4. Verification

- **Spec sheets:** every purchase order carries a material declaration for the product, its trims, and its packaging. Suppliers confirm compliance in writing before production.
- **Pre-shipment photos:** suppliers send photographs of the packed goods, the carton seal, the pallet wrap, and the strapping before release.
- **Receiving inspection:** every inbound shipment is checked at the warehouse for prohibited materials. Findings are photographed and logged.
- **Outbound spot checks:** FiveADRIFT regularly orders its own product through the fulfillment partner and inspects every material in the box.

- **Annual review:** this document is reviewed each year and reissued to all partners.

5. Remediation

When a prohibited material is found:

1. The finding is reported to the partner in writing within two business days with photographs.
2. The partner replaces the material at its own cost and confirms the corrective action in writing.
3. Repeated findings for the same material trigger a review of the relationship.

We do not treat a single slip as the end of the partnership. We treat a refusal to fix it that way.

6. Exceptions

Exceptions are granted only in writing, only for a named material, a named use, and a stated period, and only after a search for an alternative has been documented. The default answer is no. An exception is never a precedent.

7. Acknowledgment

By accepting a FiveADRIFT purchase order, the partner confirms it has read this document, will apply it to all sub-suppliers and subcontractors it uses on our behalf, and will report any prohibited material it cannot avoid before use.

Partner name: ____ Authorized signature: ____ Date: ____

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