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An Independent Affiliate of



WE ABIDE BY THE CODE



The Code of Conduct is a statement of principles that serves as a tangible demonstration of what you are doing to meet end buyers' expectations for product responsibility, social, and environmental assurances. The Code is what suppliers would present to distributors and what distributors would present to end buyers when they express those expectations.

The Code is a statement of our commitment to maintaining responsible business practices.

Many of our clients, particularly larger businesses, have already adopted their own Code of Conduct.

To show our support and adoption of this Code of Conduct, we are including this information onto our website and/or include this information in our business communications.

### **Our Company's Commitment To Ethical And Responsible Conduct**

Our company seeks to meet the high expectations of our customers and consumers. In that pursuit, we have adopted standards to achieve appropriate safety and quality standards for our products and to deter wrongdoing. These company standards also promote honest and ethical conduct and help ensure that our business is conducted in a consistently legal and ethical manner. We are dedicated to ensuring that our supply chain processes and expectations meet the needs of consumers, uphold the rights of individual workers, and advance protections for the environment.

With deliberate attention, we strive to comply with all laws applicable to our business, and our business practices will adhere to our established standards of ethics and corporate and social responsibility. We encourage and expect that similar standards will be maintained by companies that provide our products, including primary manufacturers, decorators, and others throughout our product supply chain.

We also expect our suppliers to implement procedures to promote continuous compliance with applicable legal and safety requirements, and upon mutual agreement, to open their factories and records for audits by our company's staff or qualified third-party agents or contractors.

Where a business practice contrary to these standards is discovered within our company or our supply chain business partners, we are committed to taking appropriate action to bring the business practice within acceptable standards.

The areas that our Code of Conduct includes are –

- Forced Labor
- Child Labor
- Harassment of Abuse
- Nondiscrimination
- Employment Relationship
- Freedom of Association
- Health, Safety & Environment
- Hours of Work
- Compensation
- Business Ethics
- Environmental