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OUR COMPANY'S COMMITMENT TO ETHICAL AND RESPONSIBLE CONDUCT

Our Company believes we must not only meet the expectations of our customers and consumers, we must exceed those expectations. To that end, we have adopted standards for the safety, quality and integrity of our products and processes and we are committed to respecting the rights of individuals and protecting the environment. We are dedicated to complying with all applicable laws and to conduct business in an ethical and responsible manner.

Product Safety

We will comply with all applicable laws and regulations regarding safety of products we sell. We will meet applicable recognized voluntary industry standards for our products and processes.

No Harassment

We treat employees with respect and dignity without exception. We have zero tolerance for physical, sexual, psychological or verbal harassment.

No Forced Labor or Abuse of Labor

We will not use any form of forced labor, including indentured, prison, bonded or slave labor. We will not use physical or verbal harassment or abuse to discipline employees.

No Child Labor

We will not use child labor. We will comply with all minimum age provisions of applicable laws and regulations.

Freedom of Association

We respect the rights of employees to associate or organize without fear of reprisal or interference. If employees are represented by an organization recognized under law, we respect the right to bargain collectively.

No Discrimination

We will not discriminate in hiring and employment practices on the basis of age, nationality, race, religion, social status, sexual orientation, political opinion, ethnic origin, gender or disability.

Women's Rights

We will give equal remuneration, including benefits, treatment, evaluation, and opportunity to fill all positions as male employees. Employees who take maternity leave will not face dismissal or threat of dismissal, loss of seniority or deduction of wages and will be able to return to their former employment after maternity leave at the same rate of pay and benefits. Pregnancy tests will not be a condition of employment, and appropriate services and accommodations will be provided for female employees in connection to pregnancy.

Wages and Benefits

We will comply with all applicable wage, work hours, hiring, benefits, and overtime laws and regulations. In the absence of law in a particular location relating to product safety, labor, employment, environment or working conditions, the spirit and intent of these policies shall be met.

Working Hours

We shall not require workers to work more than regular hours allowed by the country where workers are employed. We shall allow workers at least 24 consecutive hours of rest in every seven-day period and all overtime shall be consensual. Workers shall not exceed 60 hours of work in a week unless in exceptional circumstances.

Overtime Compensation

Hourly and quota-based wage employees shall be compensated for overtime hours at such a premium rate as is legally required.

Workplace Conditions

We will provide a safe, healthy and secure workplace. We will abide by all applicable laws and regulations for safety and health. Proper sanitation, lighting, ventilation and fire safety protection will be provided.

Environment

We abide by all applicable environmental laws and regulations. We will manage our environmental footprint to minimize the adverse impact on the environment. We will manage our energy, water and waste systems for maximum efficiency and minimal adverse impact on the environment.

Subcontractors and Sources

We require all businesses that support our business as subcontractors, manufacturers or sources of goods to comply with all of the same policies stated in our Commitment to Ethical and Responsible Conduct Policy. All subcontractors and suppliers are required to comply with all applicable and national laws. We expect those businesses to develop and implement internal business procedures to ensure compliance with our policy.