



ets express, llc

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vendor code of conduct commitment to ethical and responsible conduct

To Whom It May Concern,

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 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. We will not support, promote, or engage in slavery or human trafficking and will take lawful steps to eliminate these illegal practices from our supply chain in accordance with applicable local laws.

• **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, or ethnic orientation, gender, or disability.

• **Hours and Wages** 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.

• **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.

sincerely,

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