

Supplier Code of Conduct

G-bags LLC Supplier Code of Conduct - All suppliers shall adhere to this doctrine

As a condition of supplying goods and services to G-bags, all suppliers' compliance with the "Supplier Code of Conduct" shall be subject to audit. In addition, G-bags suppliers shall as a condition of doing continual business, must notify its employees of this supplier code of conduct.

Freely Chosen All employment must be freely chosen. There shall not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child Labor Avoidance No person shall be employed at an age younger than 15 or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

Harassment or Abuse Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Freedom of Association and Collective Bargaining Employers shall recognize and respect the right of employees to freedom of association and collective bargaining. Where the right to freedom of association is restricted under law, vendors must allow their employees to raise with the vendor representatives any job-related grievances the employees may have, without penalty or reprisal.

Plan for Emergencies Emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

Non-discrimination No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

Health and Safety Employers shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities. Employers shall ensure at a minimum, reasonable access to potable water and sanitary facilities; fire safety; emergency preparedness and response; industrial hygiene; adequate lighting and ventilation; occupational injury and illness and machine safeguarding.

Wages and Benefits Employers recognize that wages are essential to meeting basic employee needs. Employers shall pay employees, as a floor, at least the minimum wage required by local law or the prevailing

industry wage, whichever is higher, and shall provide legally mandated benefits.

Hours of Work Except in extraordinary business circumstances, (i) employees shall not be required to work more than 60 hours per week including overtime except in emergency or unusual situations. Employers must ensure that all overtime work is voluntary and compensated at the prevailing overtime rates and (ii) be entitled to at least one day off in every seven day period.

Overtime Compensation In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.