



PSD INTERNATIONAL SUPPLIER CODE OF CONDUCT

PSD International (PSDI) is a leader in global supply chain management and, as leaders, we pledge to maintain the highest ethical and environmental standards, to continue bringing valued goods to the world. To yield superb products for our partners, we require our suppliers and manufacturers to ensure safe working conditions and provide fair, ethical treatment, equally to all employees. PSDI directs its suppliers to operate in accordance with this PSD International Supplier Code of Conduct (known as "Code") and in complete compliance with all and any applicable laws and regulations. Our Code ventures further than solely complying with the law by outlining specific, universally accepted and known standards and expectations for our suppliers to adhere to.

PSDI will evaluate and inspect our suppliers and manufacturers to assure compliance with this Code and any violations of this Code may endanger their business relationship with PSDI, including termination. This Code applies to PSDI suppliers, manufacturers, affiliates and subcontractors ("Employer") providing any services or goods to PSDI.

LABOR PRACTICES

VOLUNTARY LABOR

All labor should be voluntary and not forcefully imposed upon any individual, through threat of penalty or coercion. Forced labor, including bonded, trafficked, indentured or prison labor, is prohibited.

WORKING AGE

Employees should be of the authorized minimum age requirement of the relevant country, or maximum age of compulsory education, whichever is found to be higher.

FAIR AND EQUAL TREATMENT

PSD International is an equal opportunity employer and all employees must be treated fair and equally. The workplace should be a community void of emotional, verbal and physical abuse, including but not limited to discrimination in hiring, compensation or correction, or on the basis of gender, age, religion, marital status, race, sexual orientation, disability, disease, or nationality. Should any grievances need to be reported, employer must ensure employees have an open line of communication between management and workers.

WAGES, BENEFITS AND TERMS OF EMPLOYMENT

Employer must ensure that all employees receive at least, or exceed, the legal requirements in wages, benefits, overtime pay and paid leave. Wages for internships and apprenticeships should also comply with the legal minimum requirements.

Employer must compensate employees for overtime hours worked at the legal required rate. Employer must communicate pay structure and pay periods to all employees. Employer must pay accurate wages in an appropriate time frame, and deducting from wages, as a disciplinary action, shall not be implemented.

WORKING HOURS

Working hours should not exceed 60 hours per week. All and any overtime accumulated must be voluntary, mutually agreed upon, and compensated at a pre-determined, premium rate. Employees should be granted at least one rest day in any 7-day period.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

As legally authorized, employer must allow employees to freely associate with others, form and/or join (or refrain from joining) organizations of their choosing; and to bargain collectively, without interference, discrimination, harassment, or retaliation. Should any grievances need to be reported, employer must ensure employees have an open line of communication between management and workers.

HEALTH AND SAFETY

SAFE PLACES TO WORK

Employers must maintain and promote a safe, healthy, hygienic working environment and any residential facilities, where provided. Satisfactory policies, procedures, measures, and training must be provided and implemented to avoid harm to employee's health, safety, and well-being.

ENVIRONMENTAL PROTECTION

Employers must actively work to enhance the environmental performance of their operations. This includes and is not limited to measure to lessen adverse environmental impacts and to resource efficiently, improve material, prevent pollution, and reduce waste.

INCIDENT MANAGEMENT

Employers must have a system for employees to report any health and safety incidents, along with an additional system to investigate, track and manage such reports. Employer must exercise corrective action plans to reduce risks, provide any necessary medical treatment, and aid in facilitating an employee's return to work.

WHISTLEBLOWER PROTECTION AND ANONYMOUS COMPLAINTS

Employer must supply a form of reporting workplace grievances, anonymously, for managers and employees. Employer must protect whistleblower confidentiality and prohibit any retaliation.

ETHICS

ETHICAL CONDUCT

Employers must operate using highly ethical standards and should never be involved in any corruption, bribery, fraud, extortion, false declaration, insider trading or counterfeiting.

DISCLOSURE OF INFORMATION

Employer shall meticulously record information in regards to its business activities, health and safety, labor, and environmental practices and shall willingly disclose said information, without misrepresentation or falsification, to all applicable parties.

CORRECTIVE ACTION PROCESS

Employer must have a process for prompt reprimanding of any failure to comply or violations diagnosed via an internal or external audit, inspection, assessment, investigation, or review.

PROTECTION OF INTELLECTUAL PROPERTY

Employer must respect intellectual property rights and safeguard all and any customer information. Employer shall manage their trade knowledge and technology in a manner which intellectual property rights.

COMMUNITY ENGAGEMENT

Employer is thoroughly encouraged to help grow social and economic development and support the sustainability of the communities in which it operates.

COMPANY STATEMENT

Employer must establish a company statement declaring its commitment to the highest standards of ethical conduct, social and environmental responsibility, and endless improvement. Employer must post said statement in the primary local language at all of its facilities.