

1338TRYON SUPPLIER CODE OF CONDUCT

1338Tryon was founded on the values of uncompromising ethics, integrity, fairness, diversity and trust. As a condition of doing business with 1338Tryon, we expect our suppliers to honor our company values and our commitment to operating as a responsible and sustainable corporate citizen and to fully comply with our Supplier Code of Conduct.

Obey the Law

We expect our Supplier Partners to obey the law, treat legal requirements as a minimum standard, alert 1338Tryon to any material issues with the goods and services they supply—especially health and safety issues.

Child Labor

No person shall be employed at an age younger than 15 (or 14 where the law of the country manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15. Suppliers employing young workers (workers above the minimum age of employment but under the age of 18) must comply with applicable laws and regulations regarding hours, compensation and must avoid conditions or restrictions that could be harmful to their morals, health, safety and development.

Forced Labor

There shall not be any use of forced or compulsory labor of any kind, whether in the form of prison labor, indentured labor, bonded labor or otherwise. Furthermore, mandatory overtime is not permitted, and workers must be allowed to leave their employment after giving reasonable notice.

Harassment or Abuse

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

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.

Data Privacy

1338Tryon suppliers must respect and safeguard 1338Tryon information including personal information and client supplied data. Suppliers may never sell or share data. Personal data and client information shall only be used for the purpose for which it is provided. Suppliers must promptly notify 1338Tryon if they become aware of any intentional or unintentional improper disclosure or use of personal data.

Freedom of Association and Collective Bargaining

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Wages and Benefits

Employers recognize that wages are essential to meeting employees' basic 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, employees shall (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours overtime 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.

Environmental Responsibility

We seek out suppliers committed to environmental responsibility. We ask each vendor about their own 'in-house' environmental practices, environmental certifications and information on the specific kind of materials they use in manufacturing their products.

Product Safety

Suppliers shall comply with all applicable laws and regulations regarding safety of products sold by the suppliers. Suppliers must meet all applicable recognized voluntary industry standards for supplier products and processes.

Subcontractors and Sources

We require all businesses that support our business as subcontractors, manufacturers or sources of goods to comply with all of the policies. Direct suppliers are expected to monitor the subcontractors, manufacturers or sources of goods for meeting or exceeding the this code and supply chains are expected to be transparent and traceable.

Implementation

1338Tryon will work with 1338Tryon Suppliers, as appropriate, to ensure they fully understand the intent and requirements of the Supplier Code.

Suppliers are expected to make all reasonable efforts to communicate the Supplier Code, to their workers, as appropriate, and provide workers with the opportunity to ask questions and raise concerns.

1338Tryon approves new suppliers or new manufacturing plants after suppliers meet the requirements set forth in the Supplier Code evaluation process, which requires all Suppliers to sign the Supplier Code.

If we determine the Supplier is not in compliance, then the remedies may include, among other things, termination of business with 1338Tryon or the development and implementation of a corrective action plan that would need to be implemented within a certain fixed time period. 1338Tryon may follow such implementation by a follow up audit, as it deems appropriate.

Acknowledgement

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I hereby acknowledge, on behalf of the Supplier, that I have received, read and understand the requirements set forth in the 1338Tryon Supplier Code of Conduct. I confirm, on behalf of the Supplier, that I'm an authorized signatory of the Supplier and the Supplier will comply with the Supplier Code and the laws referred to in the Supplier Code.

SUPPLIER NAME _____

SIGNATURE _____

PRINTED NAME _____

TITLE _____

DATE _____