

## Code of Ethics

We are committed to ethical sourcing and recognise that we have a responsibility to work together taking care of people and our planet. We respect and agree to enforce compliance with all applicable laws and regulations relating to labour, worker health and safety, protection of the environment, corruption and consumer safety. We expect our vendors to abide by the same standards. In the event that vendors are unable to demonstrate this same ethical commitment we reserve the right to terminate any trading agreement.

Our fundamental principles include:

1. A total commitment to promoting human rights. Particularly the fight against child labour, forced labour and slavery.
2. A commitment to observing all regulations relating to pay, working hours and lawful association and collective bargaining practices; or where local legislation applies, an alternative means of worker representation.
3. Ensuring that workers are treated with respect and not subject to any form of sexual, physical, psychological or verbal abuse.
4. Promoting worker health and safety, preventing any infringement of, or damage to employee health and safety rights either in the workplace or employer-provided accommodation.
5. Ensuring compliance with all applicable local and international environmental protection regulations.
6. Consumer safety, ensuring product and packaging compliance with all applicable technical and legal requirements established by current standards and regulations.
7. Fighting corruption and ensuring compliance with all applicable legislation regarding corruption or unethical practices of any kind. All business decisions are impartial, free from any conflict of interest, based on sound business reasoning and without personal gain.

Supporting standards for each of the above principles are detailed in our Global Sourcing Standards and must be followed by all our vendors.

**ADDO PLAY LTD.**

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