

Social Responsibility chart

1. Statement of Principles

The Pacific Concepts Code of Conduct For Contract Manufacturers ("Code of Conduct") enables Pacific Concepts to source production, in a manner that is both profitable and socially responsible, from Contract Manufacturers whose standards are consistent with Pacific Concepts's values. Implementation of this Code of Conduct enables Pacific Concepts and its business partners to continually improve performance on worker's rights, labor standards, and other human rights issues integral to the production process.

Participation in this program and compliance with this Code of Conduct is mandatory for all Pacific Concepts product Contract Manufacturers. Pacific Concepts reserves the right to immediately terminate its business relationship and cancel all orders with any Contract Manufacturer who does not fully comply with this Code of Conduct.

2. Work Environment

Pacific Concepts will only purchase products from Contract Manufacturers who treat all their employees with dignity and respect and provide their employees with a safe, healthy, clean and well-lit work environment including appropriate and adequate facilities and protection from hazardous materials or conditions. Contract Manufacturer's facilities must comply with all applicable local laws and regulations governing working conditions. Contract Manufacturer provided housing for employees must be maintained in a clean, safe fashion. Pacific Concepts strictly forbids the use of cruel and unusual disciplinary practices in the workplace.

3. Engage in Fair and Ethical Employment Practices

Fair Wages and Reasonable Working Hours: Pacific Concepts's Contract Manufacturers must fairly compensate their employees by providing wages and benefits and reasonable work hours in compliance with local standards and applicable laws of the countries in which the Contract Manufacturers are doing business. Pacific Concepts's Contract Manufacturers must compensate their employees at a rate equal to, or greater than, the prevailing local minimum wage, including piece rate workers. Pacific Concepts's Contract Manufacturers must not require employees to work more hours than the limits on regular and overtime hours prescribed by applicable law. Except in extraordinary business circumstances, Pacific Concepts's Contract Manufacturers must not require employees to work more than 60 hours per week, inclusive of overtime. If applicable law does not provide for overtime pay Pacific Concepts's Contract Manufacturers will compensate their employees for overtime at a rate equal to or greater than the prevailing local minimum wage.

Child Labor: Pacific Concepts will not purchase product(s) from any Contract Manufacturer that uses child labor in the production process. The term "child" refers to a person younger than 15 (or 14 where the law of the country of manufacture allows) or, if higher, the local legal minimum age for employment or the age for completing compulsory education. Although Pacific Concepts strictly prohibits the use of child labor, Pacific Concepts supports the development of legitimate workplace apprenticeship programs for the educational benefit of younger people.

Forced or Compulsory Labor: Pacific Concepts will not purchase product(s) from any Contract Manufacturer that utilizes forced or compulsory labor. Every employee must be a voluntary worker. Pacific Concepts's Contract Manufacturers shall not force employees to work as forced prison labor, or work against their will, including work required as a means of political coercion or punishment for expression of political views. Pacific Concepts's Contract Manufacturers shall not subject their employees to corporal punishment, threats of violence, or other forms of psychological or physical harassment, abuse or coercion.

Discrimination: pacific concepts will only do business with Contract Manufacturers who employ workers based on ability to perform a job task, not on the basis of personal characteristics, beliefs or any form of discrimination. pacific concepts's Contract Manufacturers shall comply with all local anti-discrimination laws and regulations.

Legal Compliance: All pacific concepts's Contract Manufacturers shall comply with the legal requirements and standards of their industry and the laws of the countries in which the Contract Manufacturer is doing business. pacific concepts's Contract Manufacturers shall comply with all applicable export and import requirements. Necessary invoices and required documentation must be provided in compliance with applicable law. All merchandise shall be accurately and clearly marked with its country of origin in compliance with applicable law.

4. Animal Testing

pacific concepts is committed to providing consumers with the highest quality products, which comply with all applicable product safety standards. Our goal is to ensure that our products are of the highest quality through the use of non-animal testing alternatives. pacific concepts has declared a worldwide moratorium on all animal testing. If a pacific concepts Contract Manufacturer believes that alternative testing cannot provide sufficient assurance that a new product is safe for consumer use, they should advise pacific concepts in writing.

5. Environmental Responsibility

pacific concepts's mission is to be a global leader in providing our customers with the highest quality convenience products they demand at a fair value. One of pacific concepts's responsibilities is to minimize the impact of its products and operations on the environment. To achieve this goal, pacific concepts will continuously challenge itself, its Contract Manufacturers, its customers and consumers to work together toward beneficial solutions.

6. Monitor Compliance

All pacific concepts Contract Manufacturers will authorize pacific concepts to inspect their facilities to ensure compliance with this Code of Conduct.

7. Contract Manufacturer Certification

The pacific concepts Code of Conduct For Contract Manufacturers makes clear pacific concepts's commitment to legal, ethical and appropriate working conditions worldwide. The undersigned authorized representative of the below-named Contract Manufacturer has read the standards described in the pacific concepts Code of Conduct For Contract Manufacturers and understands that a continuing business relationship with pacific concepts is dependent upon the Contract Manufacturer's adherence to the standards set forth therein. Any failure to follow these standards may result in the cancellation by pacific concepts of outstanding purchase orders, refusal by pacific concepts to accept delivery of merchandise from the Contract Manufacturer and the termination of pacific concepts's business relationship with the Contract Manufacturer.