

CODE OF CONDUCT

We are committed to bring value our stakeholders by maintaining ethical standards. It is our duty to trade responsibly, by upholding human rights and to lessen environmental impact of our operations. This includes all parties throughout our supply chain. As such, we have a strict Supplier Code of Conduct, that we expect all our suppliers and their own suppliers throughout the chain to maintain as a minimum.

1. **Freedom of employment.** There is not forced or compulsory labour in any form. 2. **Freedom from of association and the right to collective bargaining** is respected. Works may freely join trade unions and collectively bargain without discrimination. 3. **Freedom from child labour.** Suppliers shall not recruit child labour. Policies and procedures must conform to the International Labour Standards
4. **Freedom from discrimination** Suppliers must not discriminate on the grounds of race, caste, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, family status, pregnancy, union membership, political affiliation, or disability.
5. **Working conditions are safe and hygienic.** Adequate steps must pre taken to prevent accidents and injury to health arising out of or in association with work by minimising hazards in the environment.
6. **Living wages are paid.** At a minimum, wages must meet the national legal standards or industry standard, whichever is higher.
7. **Working hours are not excessive.** Working hours comply with national laws and benchmark industry standards, whichever affords greater protection.
8. **Harsh or inhumane treatment is strictly not allowed.** Physical and verbal abuse, intimidation and sexual harassment of workers is strictly prohibited by suppliers 9. **Bribery or corruption will not be tolerated.** Offering, paying, soliciting or accepting of bribes is strictly prohibited.
10. **Environmental Management.** We actively support sustainable farming practices, agricultural productions systems and operating practices. Suppliers should continually strive towards improving sustainability and efficiency of operations. This includes water conservation programs, environmental impact reviews, and all currently legislation which may affect its activities.
11. **Commitment to Quality** Goods supplied must be of the best quality, be fit for purpose, and confirm in all respects to specification and without contaminations. 12. **Audit and termination of agreements.** *truthpaste* reserves the rights to verify the supplier's complimented with this code. Where supplier reviews or audits demonstrate any shortcomings of these areas, we reserve the right to request corrective actions and/or to terminate an agreement with any supplier that does not comply with this Code.