

Annin Flagmakers Supplier Code of Conduct

Annin Flagmakers is committed to operating within the highest standards of business ethics and in accordance with applicable laws and regulations. Accordingly, as an Annin supplier, we request that you acknowledge that you will comply with these principles. A failure to follow this Code of Conduct may result in required corrective action, including cancellation of purchase orders and/or termination of the business relationship.

1. **Child Labor**

Our suppliers must not use child labor. The term "child" will be governed by the national law of the Country in which the production is being conducted. If the laws of that Country do not provide definition or if the definition includes individuals below the age of 14 years, Annin defines a "child" to be anyone below 14 years of age.

2. **Forced Labor**

You must not engage in the use of any involuntary or forced labor, which would include prison labor, indentured labor, bonded labor, labor acquired through slavery, human trafficking, or otherwise.

3. **Environment**

Achieving sustainability of our nature resources is a goal for Annin and we encourage all of our vendors to conduct their business in a way that protects our environment. All suppliers must ensure that they comply with all applicable environmental laws and regulation.

4. **Health and Safety**

Annin's suppliers must provide their workers with a safe and healthy workplace and safe working conditions. They must comply with all local health and safety regulations and promote policies that prevent accidents and reduce health risk for their employees.

5. **Gifts and Gratuities**

Suppliers may not offer or accept any bribes, gifts or gratuities meant to achieve any unfair advantage to their business.

6. **Country of Origin**

Supplier will adhere to the laws and regulations of the Countries of manufacture and distribution relating to product design, manufacture, packaging, labeling, and importation. All products, unless specifically exempted under the applicable customs laws and regulations, shall be marked with the Country of origin.

7. **Laws and Regulations**

Annin suppliers must conduct their business in compliance with all applicable laws and regulations, including the principles set forth in the Code of Conduct.

We have read and understand the above seven (7) principles and agree to comply with them as a condition of doing business with Annin & Co., Inc., d/b/a Annin Flagmakers.

Legal Operating Name of Supplier:

(Please Print or Type)

Country:

Address, City, State, Zip Code,

(Please Print or Type)

Name of Principal and Title:

(Please Print or Type)

Signature of Principal with Date:

Email Address:

(Please Print or Type)