



SUPPLIER CODE OF CONDUCT

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FOREWORD

At Exemplis, we believe that there needs to be a balance between business and society, a balance between maintaining a healthy business and keeping proper respect and concern for people and the environment.

Understanding that our work with Suppliers is consistently evolving, this Code of Conduct makes clear the expectations we have of our Suppliers and lays out the minimum standards we expect each Supplier to meet. In cases of noncompliance, Suppliers shall work to address such issues in the spirit of continuous improvement. Where differences or conflicts in standards arise, the highest standard shall apply. Wherever the requirements of applicable law are more stringent than this Code, the law will prevail.

These standards are a fundamental part of how Exemplis develops its sourcing strategies, measures Supplier performance, and selects the Suppliers with which it does business.

As we evolve our business model in sourcing and manufacturing, we expect to work with Suppliers who understand that meeting these minimum standards is a critical starting point from which manufacturing leadership, continuous improvement and self-governance must evolve.

Our Code of Conduct binds our Suppliers to the following specific minimum standards that we believe are essential to meeting these goals.

BUSINESS IS CONDUCTED WITH INTEGRITY

Suppliers must demonstrate a high degree of ethical conduct. Suppliers shall respect intellectual property rights and not violate the U.S. Foreign Corrupt Practices Act. Bribery in any form is prohibited. Falsification, or any attempt to interfere with the audit process, will be cause for immediate termination. Retaliation or reprisal against any person who, in good faith, reports unlawful or inappropriate activity related to the Code and/or the audit process may also lead to the termination of the business relationship.

EMPLOYMENT IS VOLUNTARY

Suppliers must ensure that all work is voluntary. At no time will Suppliers use forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor. Suppliers must ensure that the third-party recruitment agencies it uses are compliant with the provisions of this Code and the law. Suppliers are responsible for payment of employment eligibility fees of foreign workers, including recruitment fees and expenses.

WORKERS REACH MINIMUM WORKING AGE

Suppliers will not use child labor and must verify worker's ages in the recruitment process. Suppliers must abide by the minimum working age determined by local laws. If young workers under 18 years old are employed, they are not allowed to work in hazardous conditions and assigning work back to the home is prohibited.



WORKPLACE IS FREE OF DISCRIMINATION, HARASSMENT AND ABUSE

Suppliers' employees are not subject to discrimination in employment, including hiring, compensation, promotion or discipline, on the basis of age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, pregnancy or any other status protected by country law. Suppliers shall commit to a workplace free of harassment. Employees are not subject to physical, sexual, psychological or verbal harassment or abuse.

FREEDOM OF ASSOCIATION IS RESPECTED

To the extent permitted by the laws of the manufacturing country, Suppliers respect the right of its employees to freedom of association and collective bargaining. This includes the right to form and join trade unions and other worker organizations of their own choosing without harassment, interference, discrimination, or retaliation. In the absence of formal representation, Suppliers shall ensure that workers have a mechanism to report grievances.

COMPENSATION AND BENEFITS ARE DULY PAID

Suppliers' employees will be timely paid either the minimum wage required by applicable law or the prevailing industry wage, whichever is higher, and provided legally mandated benefits, including holidays and leaves, and statutory severance when employment ends. Suppliers shall compensate employees for overtime hours at the legal premium rate. There are no disciplinary deductions from pay.

WORKERS TAKE ENOUGH TIME OFF

Suppliers' employees will not work in excess of the regular and overtime hours allowed by the laws of the manufacturing country. Except in extraordinary business circumstances, workers shall not be required to work more than 60 hours per week (including overtime). Suppliers must provide employees with at least 24 consecutive hours rest in every seven-day period.

SUBCONTRACTING MUST BE AUTHORIZED

Suppliers must not subcontract any portion of the manufacturing process without prior written approval from Exemplis LLC. All subcontractors must agree to comply with the Code and Suppliers are responsible for ensuring their subcontractors are in compliance with the Code.

OCCUPATIONAL HEALTH AND SAFETY ARE PROTECTED

Suppliers must provide a safe, hygienic and healthy workplace setting and take all steps necessary to prevent accidents and injury arising out of, linked with or occurring in the course of work or as a result of the operation of Supplier's facilities. Suppliers must operate in compliance with all applicable legal health and safety requirements including, but not limited to, standards for electrical, mechanical, chemical, structural, and fire safety. This also applies to residential and dining facilities, where applicable. Suppliers must have systems to detect, avoid and respond to potential risks to the safety and health of all employees and hold regular emergency preparedness and evacuation drills.

ENVIRONMENTAL IMPACT IS MINIMIZED

Suppliers protect human health and the environment by meeting applicable regulatory requirements including air emissions, solid/hazardous waste, water discharge, and energy consumption. Suppliers shall adopt reasonable measures to mitigate negative operational impacts on the environment and strive to continuously improve environmental performance.

HONESTY AND TRANSPARENCY ARE EMBRACED

Exemplis is committed to working with Suppliers who are open and honest. While protecting all data against unauthorized use and complying with applicable data protection laws, Suppliers shall maintain complete and accurate records and information so that compliance with the Code can be evaluated. Suppliers must not falsify or understate aspects of its operations to Exemplis, our customers, or third party representatives. Suppliers must provide unimpeded access to facility grounds, workers for confidential interviews, and relevant records. Suppliers must not coach employees on how to answer questions or respond to inquiries by Exemplis, our customers, or representatives.

THE CODE OF CONDUCT IS UPHOLD

Suppliers will develop and implement their own Social and Environment Policy that integrates all aspects of this code of conduct. The policy should be posted in major workplaces and workers should receive appropriate training concerning compliance with the policy. Suppliers shall conduct internal compliance assessments regularly and Exemplis, LLC will monitor Suppliers for compliance with the Code through audits. Suppliers shall submit an improvement plan to address any issues of noncompliance that may be identified. Exemplis, LLC reserves the right to terminate its business relationship with any Suppliers that are unwilling or unable to comply with the provisions set forth herein.

Acknowledgment

Please acknowledge that you have read, understood, and accepted the Exemplis, LLC Workplace Code of Conduct.

Authorized signature / Official factory stamp / Company chop

Date