



## **Liberty Bags Vendor Standards and Guidelines**

### **EMPLOYMENT PRACTICES**

#### **1. SAFE WORKING ENVIRONMENT**

LIBERTY BAGS Inc. requires all vendors to provide safe and healthy work environments for their workers, including adequate sanitation, hygiene facilities, living conditions, and protection from exposure to hazardous conditions or materials.

#### **2. CHILD LABOR**

LIBERTY BAGS Inc. will not enter into a partnership with vendors who utilize child labor in the manufacturing of their goods. The term “child” generally refers to a person younger than that the age for completing compulsory education and is clearly outlined in Convention 138 of the International Labor Organization (ILO).

#### **3. PRISON OR FORCED LABOR**

LIBERTY BAGS Inc. will not conduct business with vendors who utilize prison, indentured or forced labor in the manufacture of its products.

#### **4. WORKING WAGES, HOURS, & OVERTIME**

LIBERTY BAGS Inc. requires our vendors to offer wages, benefits and working conditions that are consistent with local laws and regulations governing wage, working hours as well as overtime pay.

#### **5. EQUAL OPPORTUNITY**

LIBERTY BAGS Inc. firmly believes people are entitled to equal opportunity in employment. Although the company recognizes cultural differences exist, we seek business partners who demonstrate respect for the dignity of all people.



## **LEGAL REQUIREMENTS**

LIBERTY BAGS Inc. expects all of its vendors to comply with all of the applicable laws and regulations of the United States and those of the respective country of manufacture or exportation. This includes all laws from United States Customs and the local customs authority of the country of origin. All products must be accurately labeled, clearly identified and legally documented as to their country of origin.

## **ENVIRONMENTAL STANDARDS**

LIBERTY BAGS Inc. asks all vendors must demonstrate a regard for the environment, as well as compliance with local environmental laws. Further, LIBERTY BAGS Inc. actively seeks vendors who demonstrate a commitment to progressive environmental practices and preserving the Earth's resources.

## **DOCUMENTATION AND INSPECTION**

LIBERTY BAGS Inc. will monitor compliance with our Vendor Guidelines and to undertake on-site inspection and photography of vendors' facilities. We will review and may terminate our relationship with any vendor found to be in violation of the Vendor Guidelines.