



Manufacturer Code of Conduct

Re-Think It, Inc., the parent company of Dandelion, *Earth Friendly Goods*, is committed to ethical and responsible business practices – in all aspects of our business operations. Re-Think It conducts its business with a regard for human rights and respect for the environment. We seek Manufacturers that have similar commitments and standards.

All manufacturers of Re-Think It merchandise, and their vendors, are required to meet the following minimum standards:

Compliance with Laws and Regulations: Manufacturers will comply with all applicable laws and regulations, including local and national codes, rules and regulations, applicable treaties and industry standards. Additionally, manufacturers must comply with the Manufacturer Code of Conduct.

Safety and Health: Conditions in all work and residential facilities provided by the manufacturer must be safe, clean and consistent with all applicable laws and regulations; ensuring reasonable access to clean water and sanitary facilities, fire safety and adequate ventilation.

Child Labor: Manufacturers will not use child labor. No worker shall be employed under the age of 15 (or 14 where local law allows), or under the age of completion of compulsory education, or under local legal minimum age for employment.

Forced Labor: The use of forced or involuntary labor is not permitted.

Coercion and Harassment: Manufacturers shall ensure that no worker is subject to any physical, sexual, psychological or verbal harassment or abuse.

Discrimination: Discrimination in hiring and employment practices, including working conditions, job assignments, salary, benefits, promotions, discipline, termination or retirement on the basis of gender, race, ethnic or social origin, religion, age, sexual orientation, national origin, political opinion or disability is prohibited.

Working Hours: Except in extraordinary business circumstances, workers shall not be required to work more than the legally prescribed limits, or 60 hours per week. One day off in every seven day period shall be provided. Manufacturers will comply with applicable laws that entitle workers to vacation time, leave periods and holidays.

Compensation: Wages are essential to meeting employees' basic needs. Manufacturers will compensate employees by providing wages, including overtime hours at such premium rates as is legally required. In situations where legal minimum wage does not cover a decent living, vendors are encouraged to provide more adequate compensation to meet basic needs. Manufacturers will provide employee benefits in accordance with applicable laws and regulations.

Environmental Compliance: Manufacturers must comply with all applicable environmental laws and regulations. We encourage our manufacturers to minimize their impact on the environment by striving to reduce waste, energy use, and emissions to air, ground and water; handle, store and dispose of materials in an environmentally safe manner; pursue factory recycling and reuse initiatives; and implement environmentally friendly technologies.

Publication: Code of Conduct must be communicated to all employees. Code of Conduct is to be prominently posted, in the local language, ensuring that it is readily accessible to employees at all times.

Execution of Agreement: Manufacturer agrees to comply with Manufacturer Code of Conduct.

Signature of Manufacturer

Name: _____

Date: _____

Title: _____

Factory Name: _____

Factory Seal: