

Supplier Code of Conduct

Purpose

At OneHum, we build merchandise programs our clients are proud to put their names on. That pride depends on how our products are made, not only on how they look. This Supplier Code of Conduct sets the standards we hold ourselves to and expect from every partner in our supply chain, including primary manufacturers, decorators, importers, and other suppliers who produce or handle products on our behalf.

As a member of the Promotional Products Association International (PPAI), OneHum adopted the PPAI Code of Conduct in October 2025. This document reflects those commitments and states how we apply them.

Scope

This Code applies to OneHum and to all suppliers, subcontractors, and their facilities involved in producing, decorating, packaging, or fulfilling products for OneHum and our clients. We expect suppliers to communicate these standards to their own workforce and to their upstream sources.

Labor and Human Rights

We uphold the dignity and rights of every worker in our supply chain.

- **Forced labor and human trafficking:** We prohibit all forms of forced, bonded, indentured, prison, or servitude labor, slavery, and human trafficking. Employment must be voluntary.
- **Child labor:** We prohibit child labor and require compliance with the minimum working age set by applicable local law and international standards, with a floor of age 15 (or 14 where local law allows), or the age for completion of compulsory education, whichever is higher.
- **Humane treatment:** We require a workplace free from violence, harassment, and physical, sexual, verbal, or psychological abuse.
- **Non-discrimination:** We prohibit discrimination on the basis of age, nationality, race, religion, ethnic origin, gender, sexual orientation, political affiliation, marital status, disability, or any other class protected by local law.
- **Freedom of association:** We respect workers' rights, in conformance with local law, to form or join trade unions, bargain collectively, and assemble peacefully without unlawful interference or retaliation.
- **Working hours:** We require work schedules that comply with applicable local law. Except in unusual or emergency circumstances, regular hours should not exceed the limits set by local law, overtime must be voluntary, and workers should receive at least one day off in every seven-day period.
- **Wages and benefits:** We require compliance with all applicable minimum wage, overtime, and legally mandated benefit laws.

Health and Safety

We require a safe, secure, and hygienic working environment. Suppliers must take appropriate steps to prevent accidents and injury, control workplace hazards, and comply with applicable health and safety laws. Products supplied for our clients, including personal protective and jobsite apparel, must meet or exceed all applicable safety standards.

Environmental Responsibility

We promote environmental responsibility as a core value across our industry partners. At a minimum, suppliers must comply with applicable environmental laws and regulations, and we work with partners to identify and reduce the environmental impact of the products and processes in our supply chain.

Business Ethics and Anti-Corruption

We conduct business honestly and lawfully, and we require the same of our suppliers.

- Compliance with applicable antitrust and fair-competition laws.
- Compliance with anti-bribery and anti-corruption laws, including the U.S. Foreign Corrupt Practices Act. We prohibit offering or accepting improper payments or benefits to influence any business decision.
- Prompt disclosure and proper management of conflicts of interest.
- Protection of confidential information and respect for intellectual property and brand standards.

Supplier Expectations and Monitoring

We expect suppliers to maintain standards equivalent to those in this Code and to extend them to their own supply chains. Upon mutual agreement, suppliers should make their facilities and records available for review by OneHum or a qualified third party. Where we identify a practice inconsistent with this Code within our operations or our supply chain, we are committed to working toward prompt corrective action, and we reserve the right to end a supplier relationship where standards are not met.

Raising a Concern

We encourage anyone with a concern about a potential violation of this Code to contact us at **compliance@onehum.com**. Reports may be made in good faith without fear of retaliation.