SOCIAL RESPONSIBILITY

The Global Sullivan Principles

The Principles:

As a company that endorses the Global Sullivan Principles, we will respect the law. As a responsible member of society, we will apply these Principles with integrity consistent with the legitimate role of business. We will develop and implement company policies, procedures, training, and internal reporting structures to ensure commitment to these principles throughout our organization. We believe the application of these Principles will achieve greater tolerance and better understanding among peoples, and advance the culture of peace.

Accordingly, we will:

1. Express our support for universal human rights and, particularly, those of our employees, the communities within which we operate, and parties with whom we do business.
2. Promote equal opportunity for our employees at all levels of the company with respect to issues such as color, race, gender, age, ethnicity, or religious beliefs, and operate without unacceptable worker treatment such as the exploitation of children, physical punishment, female abuse, involuntary servitude, or other forms of abuse.
3. Respect our employees' voluntary freedom of association.
4. Compensate our employees to enable them to meet at least their basic needs, and provide the opportunity to improve their skill and capability to raise their social and economic opportunities.
5. Provide a safe and healthy workplace, protect human health and the environment, and promote sustainable development.
6. Promote fair competition including respect for intellectual and other property rights, and not offer, pay, or accept bribes.
7. Work with governments and communities in which we do business to improve the quality of life in those communities—their educational, cultural, economic, and social well-being—and seek to provide training and opportunities for workers from disadvantaged backgrounds.
8. Promote the application of these principles by those with whom we do business.

We will be transparent in our implementation of these principles and provide information that demonstrates publicly our commitment to them.

Matthew Haworth, Chairman of the Board
September 29, 2016