



Ethical Sourcing Policy

Introduction

AmSafe aims to provide our customers with quality products and with products that have value. This requires sourcing from a variety of locations both nationally and internationally.

AmSafe is committed to maintaining our leadership role in our industry, by subscribing to high standards and the ethical conduct of our employees and sub tiers. To that end this policy statement of compliance is tendered.

Labor Standards

AmSafe expects our suppliers to adopt sound labor practices and to follow all local laws and regulations including the International Labor Organization (ILO) standards.

There shall be no illegal labor, child labor, forced, bonded or involuntary labor.

Working Conditions

AmSafe and its suppliers shall provide a safe and hygienic work environment, including monitoring of compliance with all applicable legislation, regulations and the ILO standards.

Working conditions are expected to be safe for employees using prevailing knowledge of the industry and with special considerations for any specific hazards inherent to the work environment.

Environmental Standards

Business partners should share our concern for the environment and adhere to their local and national laws regarding the protection and preservation of the environment

AmSafe and its suppliers shall as a minimum comply with all applicable laws and regulation regarding environmental impact of their business.

Compliance with environmental laws shall include both international and local laws affecting the source and processes used to manufacture products.

Intellectual Property

Business partners must respect the significance of and support the protection of secrets, patents, trademarks and copyrighted notes of Companies.

Freedom of Association

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively



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Living wages are paid

Wages and benefits paid for a standard working week meet, at minimum national legal standards, or industry benchmark standards.

Working Hours are not excessive

Working hours must comply with national laws, collective agreements and shall afford protection for the workers based on international labor standards.

No discrimination is practiced

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, gender, marital status, sexual orientation, union membership or political affiliation.

No harsh or inhumane treatment

Physical abuse or discipline, threats of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.