Standards for Suppliers

Standards for Suppliers ("Standards") are Henry Company's fundamental expectations from its suppliers regarding their activities in relation to the workers producing merchandise for sale by Henry Company and the impact of their manufacturing practices on the environment. Additionally, suppliers must comply with Henry Company's Gift and Gratuity and Conflicts of Interest Policies and conduct their business in an ethical manner and consistent with accepted accounting principles.

1. Compliance with Laws
Suppliers and their designated manufacturing facilities ("Suppliers") agree to fully comply with all applicable national and/or local laws and regulations, including but not limited to those related to labor, immigration, slavery, human trafficking, health and safety, and the environment.

2. Voluntary Labor
All labor should be voluntary. Child, forced, bonded, prison, or indentured labor will not be tolerated. Workers must be allowed to maintain control over their identity documents. Suppliers must provide workers with rest days and must ensure the working hours are consistent with local regulations and not excessive. Henry Company encourages its direct suppliers to ensure that materials incorporated into products supplied to Henry Company comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

3. Hiring and Employment Practices
Suppliers must implement hiring practices that accurately verify workers' legal right to work in the country and age prior to employment. All terms and conditions of employment including, but not limited to, hiring, pay, promotion, termination, and retirement must be based on an individual's ability and willingness to do the job.

4. Compensation
Suppliers must compensate all workers with wages, overtime premiums, and benefits that meet or exceed local legal standards, local industry standards, or collective agreements, whichever are higher. Suppliers are encouraged to provide wages and benefits that are sufficient to meet workers' basic needs and provide some discretionary income for workers and their families.

5. Freedom of Association and Collective Bargaining
Suppliers must respect the right of workers to choose whether to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.

6. Health and Safety
Suppliers must provide workers with a safe and healthy work environment and, where applicable, safe and healthy residential facilities. Suppliers must take proactive measures to prevent workplace hazards.

7. Environment
Suppliers must ensure every manufacturing facility complies with national and local environmental laws, including all laws related to air emissions, water discharges, toxic substances and hazardous waste disposal. Suppliers must validate that all input materials and components were obtained from permissible harvests consistent with international treaties and protocols in addition to local laws and regulations.

8. Gifts and Entertainment
Suppliers must not offer financial gifts to Henry Company associates.

9. Conflicts of Interest
Suppliers must not enter into transactions with Henry Company associates that create a conflict of interest.

10. Anti-Corruption
Suppliers must not tolerate, permit, or engage in bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector.

11. Financial Integrity
Suppliers must keep accurate records of all matters related to their business with Henry Company in accordance with standard accounting practices such as Generally Accepted Accounting Principles (GAAP) or International Financial Reporting Standards (IFRS).

Reporting Violations
Violations of Henry Company Standards can be reported confidentially in a local language. If you have knowledge that any of these standards are being violated, you are encouraged to report the issue to its Director of Global Purchasing. Contact methods are listed below.
Email: purchasing@henry.com **Phone**: 800-486-1278 (8:00 a.m. to 7:00 p.m. EST, Mon.-Fri.)

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