



Thick N' Sassy's Code of Conduct

Table of contents

Core Values, Vision, & Mission.....	Pg. 2
Build Trust and Credibility.....	Pg. 3
Respect for the Individual.....	Pg. 3
Create a Culture of Open and Honest Communication.....	Pg. 3
Set Tone at the Top.....	Pg. 4
Uphold the Law.....	Pg. 4
Competition.....	Pg. 4
<i>Proprietary Information</i>	Pg. 4
<i>Selective Disclosure</i>	Pg. 4
Health & Safety.....	Pg. 5
Avoid Conflict of Interest	Pg. 5
Set Metrics and Report Results Accurately.....	Pg. 8
<i>Corporate Recordkeeping</i>	Pg. 8
Promote Substance Over Form.....	Pg. 8
Accountability.....	Pg. 9
Be Loyal.....	Pg. 9
Use of companies Resources	Pg. 9
Media Inquires.....	Pg. 10
Do The Right Thing.....	Pg. 10
Information and Resources.....	Pg. 11



THICK N' SASSY.COM

Statement of Our Core Values

The new face of modeling through plus size fashion, embracing and driving change. Choosing women with integrity, beauty, power, & elegance, whose character will represent the true essence of Thick N' Sassy. Building confidence, self- value & worth creating a platform for many women to come. Providing & promoting excellence

Company Vision

To reach, empower, inspire, and encourage all full figured women. To motivate and uplift by building and rebuilding self-esteem, self-love, and most importantly self-respect.

Mission

Thick N' Sassy's mission is to always promote self-esteem, self-love, and self-respect using God's gift to inspire and motivate and understanding that each female is different and beautiful and motivating women to allow this inner beauty to surface.



Build Trust and Credibility

The success of our business is dependent on the trust and confidence we earn from our team, clients, and shareholders. We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honorable conduct. It is easy to *say* what we must do, but the proof is in our *actions*. Ultimately, we will be judged on what we do.

When considering any action, it is wise to ask: will this build trust and credibility for Thick N' Sassy? Will it help create a working environment in which Thick N' Sassy can succeed over the long term? Is the commitment I am making one I can follow through with? The only way we will maximize trust and credibility is by answering "yes" to those questions and by working every day to build our trust and credibility.

Respect for the Individual

We all deserve to work in an environment where we are treated with dignity and respect. Thick N' Sassy is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our business success. We cannot afford to let anyone's talents go to waste.

Thick N' Sassy is an equal employment/affirmative action employer and is committed to providing a workplace that is free of discrimination of all types from abusive, offensive or harassing behavior. Any employee who feels harassed or discriminated against should report the incident to the CEO or to human resources.

Create a Culture of Open and Honest Communication

At Thick N' Sassy everyone should feel comfortable to speak his or her mind, particularly with respect to ethics concerns. The CEO has a responsibility to create an open and supportive environment where

The team feels comfortable raising such questions. We all benefit tremendously when the team exercise their power to prevent mistakes or wrongdoing by asking the right questions at the right times.

Thick N' Sassy will investigate all reported instances of questionable or unethical behavior. In every instance where improper behavior is found to have occurred, the company will take appropriate action. We will not tolerate retaliation against team members who raise genuine ethical concerns in good faith.

Team members are encouraged, in the first instance, to address such issues with HR, as most problems can be resolved swiftly. If for any reason that is not possible or if a team member is not comfortable raising the issue with his or her HR rep, Thick N' Sassy's CEO does operate with an open-door policy.



Set Tone at the Top

The CEO has the added responsibility for demonstrating, through their actions, the importance of this Code. In any business, ethical behavior does not simply happen; it is the product of clear and direct communication of behavioral expectations, modeled from the top and demonstrated by example. Again, ultimately, our actions are what matters.

To make our Code work, the CEO is responsible for promptly addressing ethical questions or concerns raised by team members and for taking the appropriate steps to deal with such issues. The CEO will not consider team members' ethics concerns as threats or challenges to their authority, but rather as another encouraged form of business communication. At Thick N' Sassy, we want the ethics dialogue to become a natural part of daily work.

Uphold the Law

Thick N' Sassy's commitment to integrity begins with complying with laws, rules and regulations where we do business. Further, each of us must have an understanding of the company policies, laws, rules and regulations that apply to our specific roles. If we are unsure of whether a contemplated action is permitted by law or Thick N' Sassy's policy, we should seek the advice from the resource expert. We are responsible for preventing violations of law and for speaking up if we see possible violations.

Competition

We are dedicated to ethical, fair and vigorous competition. We will promote & sell Thick N' Sassy products and services based on their merit, superior quality, functionality and competitive pricing. We will make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors. We will not offer or solicit improper payments or gratuities in connection with the purchase of goods or services for Thick N' Sassy or the sales of its products or services, nor will we engage or assist in unlawful boycotts of particular customers.

Proprietary Information

It is important that we respect the property rights of others. We will not acquire or seek to acquire improper means of a competitor's trade secrets or other proprietary or confidential information. We will not engage in unauthorized use, copying, distribution or alteration of software or other intellectual property.

Selective Disclosure

We will not selectively disclose (whether in one-on-one or small discussions, meetings, presentations, proposals or otherwise) any material nonpublic information with respect to Thick N' Sassy, its securities,



business operations, plans, financial condition, results of operations or any development plan. We should be particularly vigilant when making presentations or proposals to customers to ensure that our presentations do not contain material nonpublic information.

Health and Safety

Thick N' Sassy is dedicated to maintaining a healthy environment.

Avoid Conflicts of Interest

Conflicts of Interest (You will also receive a Copy of Thick N' Sassy Conflict of Interest Form)

We must avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our jobs. At times, we may be faced with situations where the business actions we take on behalf of Thick N' Sassy may conflict with our own personal or family interests. We owe a duty to Thick N' Sassy to advance its legitimate interests when the opportunity to do so arises. We must never use Thick N' Sassy property or information for personal gain or personally take for ourselves any opportunity that is discovered through our position with Thick N' Sassy.

Here are some other ways in which conflicts of interest could arise:

1. Being employed (you or a close family member) by, or acting as a consultant to, a competitor or potential competitor, supplier or contractor, regardless of the nature of the employment, while you are employed with Thick N' Sassy.
2. Hiring or supervising family members or closely related persons.
3. Serving as a board member for an outside commercial company or organization.
4. Owning or having a substantial interest in a competitor, supplier or contractor.
5. Having a personal interest, financial interest or potential gain in any Thick N' Sassy transaction.
6. Placing company business with a firm owned or controlled by a Thick N' Sassy employee or his or her family.
7. Accepting gifts, discounts, favors or services from a customer/potential customer, competitor or supplier, unless equally available to all Thick N' Sassy team members.

Determining whether a conflict of interest exists is not always easy to do. Team members with a conflict of interest question should seek advice from the CEO. Before engaging in any activity, transaction or relationship that might give rise to a conflict of interest, team members must seek review from their CEO or the HR department.



Gifts, Gratuities and Business Courtesies

Thick N' Sassy is committed to competing solely on a merit of our products and services. We should avoid any actions that create a perception that favorable treatment of outside entities by Thick N' Sassy was sought, received or given in exchange for personal business courtesies. Business courtesies include gifts, gratuities, meals, refreshments, entertainment or other benefits from persons or companies with whom Thick N' Sassy does or may do business. We will neither give nor accept business courtesies that constitute, or could reasonably be perceived as constituting, unfair business inducements that would violate law, regulation or policies of Thick N' Sassy or clients, or would cause embarrassment or reflect negatively on Thick N' Sassy's reputation.

Accepting Business Courtesies

Most business courtesies offered to us in the course of our employment are offered because of our positions at Thick N' Sassy. We should not feel any entitlement to accept and keep a business courtesy. Although we may not use our position at Thick N' Sassy to obtain business courtesies, and we must never ask for them, we may accept unsolicited business courtesies that promote successful working relationships and good will with the firms that Thick N' Sassy maintains or may establish a business relationship with.

Team members who award contracts or who can influence the allocation of business, who create specifications that result in the placement of business or who participate in negotiation of contracts must be particularly careful to avoid actions that create the appearance of favoritism or that may adversely affect the company's reputation for impartiality and fair dealing. The prudent course is to refuse a courtesy from a supplier when Thick N' Sassy is involved in choosing or reconfirming a supplier or under circumstances that would create an impression that offering courtesies is the way to obtain Thick N' Sassy business.

Meals, Refreshments and Entertainment

We may accept occasional meals, refreshments, entertainment and similar business courtesies that are shared with the person who has offered to pay for the meal or entertainment, provided that:

- They are not inappropriately lavish or excessive.
- The courtesies are not frequent and do not reflect a pattern of frequent acceptance of courtesies from the same person or entity.
- The courtesy does not create the appearance of an attempt to influence business decisions, such as accepting courtesies or entertainment from a supplier whose contract is expiring in the near future.



- The employee accepting the business courtesy would not feel uncomfortable discussing the courtesy with his or her CEO or team member or having the courtesies known by the public.

Gifts

Team members may accept unsolicited gifts, other than money, that conform to the reasonable ethical practices of the marketplace, including:

- Flowers, fruit baskets and other modest presents that commemorate a special occasion.
- Gifts of nominal value, such as calendars, pens, mugs, caps and t-shirts (or other novelty, advertising or promotional items).

Generally, team members may not accept compensation, honoraria or money of any amount from entities with whom Thick N' Sassy does or may do business. Tangible gifts (including tickets to a sporting or entertainment event) that have a market value greater than \$100 may not be accepted unless approval is obtained from the CEO.

Team members with questions about accepting business courtesies should talk to their CEO or the HR department.

Offering Business Courtesies

Any employee who offers a business courtesy must assure that it cannot reasonably be interpreted as an attempt to gain an unfair business advantage or otherwise reflect negatively upon Thick N' Sassy. An employee may never use personal funds or resources to do something that cannot be done with Thick N' Sassy resources. Accounting for business courtesies must be done in accordance with approved company procedures.

Other than to our government customers, for whom special rules apply, we may provide nonmonetary gifts (i.e., company logo apparel or similar promotional items) to our customers. Further, the CEO may approve other courtesies, including meals, refreshments or entertainment of reasonable value, provided that:

- The practice does not violate any law or regulation or the standards of conduct of the recipient's organization.
- The business courtesy is consistent with industry practice, is infrequent in nature and is not lavish.
- The business courtesy is properly reflected on the books and records of Thick N' Sassy.



Set Metrics and Report Results Accurately

Accurate Public Disclosures

We will make certain that all disclosures made in financial reports and public documents are full, fair, accurate, timely and understandable. This obligation applies to all team members, including all financial executives, with any responsibility for the preparation for such reports, including drafting, reviewing and signing or certifying the information contained therein. No business goal of any kind is ever an excuse for misrepresenting facts or falsifying records.

Team members should inform the CEO and the HR department if they learn that information in any filing or public communication was untrue or misleading at the time it was made or if subsequent information would affect a similar future filing or public communication.

Corporate Recordkeeping

We create, retain and dispose of our company records as part of our normal course of business in compliance with all Thick N' Sassy policies and guidelines, as well as all regulatory and legal requirements.

All corporate records must be true, accurate and complete, and company data must be promptly and accurately entered in our books in accordance with Thick N' Sassy's and other applicable accounting principles.

We must not improperly influence, manipulate or mislead any unauthorized audit, nor interfere with any auditor engaged to perform an internal independent audit of Thick N' Sassy books, records, processes or internal controls.

Promote Substance Over Form

At times, we are all faced with decisions we would rather not have to make and issues we would prefer to avoid. Sometimes, we hope that if we avoid confronting a problem, it will simply go away.

At Thick N' Sassy, we must have the courage to tackle the tough decisions and make difficult choices, secure in the knowledge that Thick N' Sassy is committed to doing the right thing. At times this will mean doing more than simply what the law requires. Merely because we can pursue a course of action does not mean we *should* do so.

Although Thick N' Sassy's guiding principles cannot address every issue or provide answers to every dilemma, they can define the spirit in which we intend to do business and should guide us in our daily conduct.



Accountability

Each of us is responsible for knowing and adhering to the values and standards set forth in this Code and for raising questions if we are uncertain about company policy. If we are concerned whether the standards are being met or are aware of violations of the Code, we must contact the HR department.

Thick N' Sassy takes seriously the standards set forth in the Code, and violations are cause for disciplinary action up to and including termination of employment.

Be Loyal

Confidential and Proprietary Information

Integral to Thick N' Sassy's business success is our protection of confidential company information, as well as nonpublic information entrusted to us by team members, customers and other business partners. Confidential and proprietary information includes such things as pricing and financial data, customer names/addresses or nonpublic information about other companies, including current or potential supplier and vendors. We will not disclose confidential and nonpublic information without a valid business purpose and proper authorization.

Use of Company Resources

Company resources, including time, material, equipment and information, are provided for company business use. Nonetheless, occasional personal use is permissible as long as it does not affect job performance or cause a disruption in team meetings.

Team members and those who represent Thick N' Sassy are trusted to behave responsibly and use good judgment to conserve company resources. CEO's are responsible for the resources assigned to their team and are empowered to resolve issues concerning their proper use.

Generally, we will not use company equipment such as computers, letter heads, logos etc in the conduct of an outside business or in support of any religious, political or other outside daily activity, except for company-requested support to nonprofit organizations. We will not solicit contributions nor distribute non-work related materials during team meetings.

In order to protect the interests of the Thick N' Sassy network and our fellow team members, Thick N' Sassy reserves the right to monitor or review all data and information contained on team members facebook page, personal lap top, or electronic device, the use of the Internet or Thick N' Sassy's intranet. We will not tolerate the use of company resources to create, access, store, print, solicit or send any materials that are harassing, threatening, abusive, sexually explicit or otherwise offensive or inappropriate.



Questions about the proper use of company resources should be directed to your CEO.

Media Inquiries

Thick N' Sassy is a high-profile company in our community, and from time to time, team members may be approached by reporters and other members of the media. In order to ensure that we speak with one voice and provide accurate information about the company, we should direct all media inquiries to the Media/Communication director. No one may issue a press release without first consulting with the Media/Communication director.

Do the Right Thing

Several key questions can help identify situations that may be unethical, inappropriate or illegal. Ask yourself:

- Does what I am doing comply with the Thick N' Sassy guiding principles, Code of Conduct and company policies?
- Have I been asked to misrepresent information or deviate from normal procedure?
- Would I feel comfortable describing my decision at a staff meeting?
- How would it look if it made the headlines?
- Am I being loyal to my family, my company and myself?
- What would I tell my child to do?
- Is this the right thing to do?

I hereby certify that I understand the information above. I have reviewed, and agree to abide by, Thick N' Sassy's Code of Conduct that is currently in effect.

Name: _____

Signature: _____ **Date:** _____

Information and Resources

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