

# Control and Reduction of environmental and social impacts of goods

## Socially responsible behaviors

**Confidence Empire, Inc** works with responsible suppliers that have responsible behaviors. Our expectation is that our suppliers will follow our vendor and supplier code of conduct. **Confidenceempires.com** manages its private brands and monitor through internal inspections the products we are offering to our customers. We expect our suppliers to provide quality products. The products might be expensive, but we want to remind our valuable customers that quality is our goal.

## Vendor and Supplier Code of conduct

As of 2/21/1999

**confidenceempires.com** requires all private label suppliers to comply with our policy highlighted in our vendor and supplier code of conduct, which sets clear standards and expectations for vendors and suppliers that are doing business with us. Our code of conduct wants our vendors to comply with safety regarding all of our customers. Our company is against children labor, forced labor, unfair wage and hour, and unsafe working conditions.

## Vendor and Supplier Code of conduct

### Commitment to fair labor practices

It is a mandatory requirement for any vendor or supplier that is doing business with **Confidence Empire, Inc.** to adhere to fair labor practices and to put the safety of their workers and our customers first.

It is against our policy to engage in child labor, human trafficking, unsafe labor conditions, forced labor, copy right violation, and misleading or false information or descriptions.

We require our vendors and suppliers to sign a written agreement to acknowledge our product listing policy.

Any suppliers or vendors who do not sign and acknowledge this agreement are automatically terminated by **Confidence Empire, Inc.** We may take the following actions if violations occur:

- 1) Terminate contract with or without prior notification
- 2) Investigate any violation, suspend or discontinue our relationship, remove and band their product in our stores, and our websites.

We reserve the right to cooperate with government and non-government agencies that may want to investigate illegal activities and violations of applicable laws.

## Factory Safety

Our suppliers must meet our safety and quality standards before we can approve their products to be listed and sold on our websites or stores or stocked them in our fulfillment centers. To ensure compliance we may use a third party to do unannounced inspections. Our protocols will allow us to track down noncompliant contractors, vendors or manufacturers. The health and safety, the wage and hour, freedom of association, safe working conditions of those working for our contractors are very important to us. Our code of ethics is against child labor, forced labor, human trafficking, harassment, abuse.

We expect any factory that is doing business with **confidenceempire.com**, **Confidence Empire, Inc** to comply with our code of ethics and to make sure they put the safety of their workers and our customers first. We may require corrective actions for factories that show signs of non-compliance. We may terminate our relationship with factories that may violate our code of ethics.

Our products must meet and pass the US Customs and Border Protection inspections and we will always cooperate with the US government to fight Terrorism. We want to make sure that production of any merchandise that we may buy, import and produce, is made in safe conditions, with care and quality.

## Supplier and Product development training

When we sign a contract with our manufacturers, we may help with training by hiring a qualified third party to train and develop suppliers especially for products that require high technology for development. During training, we will communicate clear expectations on our code of conduct. We reserve the right the investigate illegal subcontracting and take actions against violators.

## Clear descriptions of products

Our code of Conduct requires factories and suppliers to provide clear descriptions of products. It is against our policy to mask some features, omit some information about the products or to mislead consumers with false descriptions. Factories or suppliers must comply to this current policy. If errors occur in descriptions, we will ask suppliers and manufacturers to make corrections. Any product recalled for suppliers' errors and manufacturers' errors, will be corrected by suppliers or manufacturers.

## Merchandise testing and inspection

Our customers rely on us for quality, credibility and good services. We require our suppliers or manufacturers to inspect the products before sending them to us. We will inspect products by ourselves or by a third party, to ensure that we sell quality. **Confidenceempire.com** wants to protect its credibility and we may return products that do not meet our quality standards. **Confidence Empire, Inc.** requires safety, and the respect of our protocols for all private labels.

## Governmental and Non-governmental organizations

**Confidence Empire, Inc.** may comply with regulatory measures regarding environmental and social compliance.

## Human trafficking

It is against our policy for any contractors, subcontractors, suppliers, manufacturers that do business with our company to use human trafficking. **Confidenceempires.com, Confidence Empire, Inc.** will comply with the applicable laws of the United States of America regarding human trafficking. **Confidenceempires.com, Confidence Empire, Inc.** will remain compliant during its legal operations, with **the California Transparency Supply Chains Act (FB 657)**, and we will take actions against human trafficking and slavery. We may audit, verify for detection of non-compliance.