

Supplier's Statement of Commitment to Ethical and Responsible Conduct

Recognizing that there are differences in laws, customs, and economic conditions that affect business practices around the world, we believe that shared values must serve as the foundation for relationships between Hirsch Gift and its suppliers. The Supplier Commitment to Ethical and Social Conduct communicates our values and expectations and emphasizes the importance of responsible workplace policies and practices that comply, at a minimum, with applicable environmental laws and with local labor laws and regulations. The principles outlined below reflect the values we uphold in our own policies, and we expect our direct suppliers to follow the spirit and intent of these guiding principles.

Suppliers to Hirsch Gift Inc are required to meet the following standards, at a minimum, with respect to their operations as a whole:

Product Safety: Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.

Child Labor: Supplier will comply with all applicable local and national child labor laws and adhere to minimum age provisions.

Abuse of Labor: Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees and prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor or slave labor.

Freedom of Association and Collective Bargaining: Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining. Respect employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, establish a constructive dialogue with their freely chosen representatives and bargain in good faith with such representatives.

Discrimination: Supplier will comply with all applicable local and national discrimination laws and maintain workplaces that are free from discrimination or physical or verbal harassment. The basis for recruitment, hiring, placement, training, compensation, and advancement should be qualifications, performance, skills and experience.

Wages and Benefits: Supplier will comply with all applicable local and national wages and benefits laws.

Work Hours & Overtime: Supplier will comply with all applicable local and national work hours and overtime laws and compensate employees relative to the industry and local labor market. Operate in full compliance with applicable wage, work hours, overtime and benefits laws, and offer employees opportunities to develop their skills and capabilities, and provide advancement opportunities where possible.

Health & Safety: Supplier will comply with all applicable local and national health and safety laws and provide a secure, safe and healthy workplace. Maintain a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks.

Environment: Supplier will comply with all applicable local and national environmental laws and conduct business in ways which protect and preserve the environment. Meet applicable environmental laws, rules, and regulations.

Demonstration of Compliance: Supplier must be able to demonstrate compliance with the statement of Commitment to Ethical and Responsible Conduct at the request and satisfaction of Hirsch Gift. These minimum requirements are a part of all agreements between Hirsch Gift and its direct and authorized suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Commitment to Ethical and Responsible Conduct.

