

INTERNATIONAL MERCHANDISE CONCEPTS' COMMITMENT TO ETHICAL AND RESPONSIBLE CONDUCT

International Merchandise Concepts believes we must meet or exceed the expectations of our customers and consumers. To that end, IMC has adopted standards for the safety, quality and integrity of our products and processes and we are committed to respecting the rights of individuals and protecting the environment. We are dedicated to complying with all applicable laws and to conduct business in an ethical and responsible manner.

Product Safety

IMC will comply with all applicable laws and regulations regarding the safety of products we sell. We will meet or exceed applicable recognized voluntary industry standards for all our products and processes.

No Abuse Of Labor

IMC will use no form of forced labor, including indentured, prison, bonded or slave labor. We will not use physical or verbal harassment or abuse to discipline employees.

No Child Labor

IMC will not use child labor. We will comply with all minimum age provisions of applicable laws and regulations in the countries where our products are manufactured and distributed.

Freedom Of Association

IMC respects the rights of employees to associate, organize or join a union without fear of reprisal or interference. If employees are represented by a union recognized under law, we respect the right to bargain collectively.

No Discrimination

IMC will not discriminate in hiring and employment practices on the basis of age, nationality, race, religion, social, ethnic or sexual orientation, gender or disability.

Hours and Wages

IMC will comply with all applicable wage, work hours, benefits, overtime laws and regulations. If local industry standards are higher than applicable laws and regulations, we will meet the higher standards.

Workplace Conditions

IMC will provide a safe, healthy and secure workplace. We will abide by all applicable laws and regulations for safety and health. Proper sanitation, lighting, ventilation and fire safety protection will be provided.

Environment

IMC abides by all applicable environmental laws and regulations. We will manage our environmental footprint to minimize the adverse impact on the environment. We will manage our energy, water and waste systems for maximum efficiency and minimal adverse impact on the environment.

Absence Of Applicable Laws And Regulations

In the absence of law in a particular location relating to product safety, labor, employment, environment or working conditions, the spirit and intent of these policies shall be met.

Subcontractors, Suppliers And Sources

We require all businesses supporting our business as subcontractors, manufacturers or sources of goods to comply with all the policies stated in our Commitment to Ethical and Responsible Conduct Policy. All subcontractors and suppliers are required to comply with all applicable and national laws. IMC expects those businesses to develop and implement internal business procedures to ensure compliance with our policy. We routinely monitor and assess compliance.