

Code of Conduct
Seventh Generation, Inc.

February 23, 2016

At Seventh Generation, Inc., we aspire to:

- Build Communities by advancing social justice and equality to unleash human potential, and
- Transform Commerce by championing honesty, responsibility, and radical transparency in commerce.

To fulfill these aspirations we are committed to:

- A standard of excellence in every aspect of our business in every community in which we operate;
- Ethical and responsible conduct in all of our operations;
- Respect for the rights of all individuals; and
- Respect for the environment.

We expect these same commitments to be shared by all manufacturers, suppliers, and distributors of Seventh Generation, Inc. ingredients, materials, components, packaging, and products. At a *minimum*, we require all manufacturers, suppliers, and distributors to meet the following standards, or have remedial plans in place where standards are not yet met:

Integrity	Business will be conducted with integrity. There will be no payments, services, gifts, entertainment or other advantages offered, given to, or received by any Seventh Generation, Inc. employee, business partner, government representative, or other third party which are intended to influence the way in which the employee, business partner, government representative, or other third party goes about his or her duties. There will be no actual or attempted money laundering.
Child Labor	<p>Manufacturers, suppliers, and distributors will not use child labor.</p> <p>The term “child” refers to a person under the age of 15 or, if older, the local legal minimum age for employment or the age for completing compulsory education.</p> <p>Manufacturers, suppliers, and distributors employing young persons will also comply with any laws and regulations applicable to such persons.</p> <p>The term “young persons” means persons who are under age 18, but who do not meet the definition of “child” set forth above.</p>
Involuntary Labor	Manufacturers, suppliers, and distributors will not use any forced or involuntary labor, whether prison, bonded, indentured or otherwise.
Coercion and Harassment	Manufacturers, suppliers, and distributors will treat each employee with dignity and respect, and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.
Nondiscrimination	Manufacturers, suppliers, and distributors will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.
Association	Manufacturers, suppliers, and distributors will respect the rights of employees to join organizations of their own choice, and to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference.

Manufacturers, suppliers, and distributors will develop and fully implement effective grievance mechanisms for purposes of resolving internal industrial disputes, employee complaints, and to ensure effective, respectful and transparent communication between employees, their representatives and management.

Health and Safety

Manufacturers, suppliers, and distributors will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring at a minimum reasonable access to potable water and sanitary facilities, emergency exits, essential fire and other safety equipment, appropriate personal protective equipment, emergency medical care, and adequate lighting and ventilation. Manufacturers, suppliers, and distributors will also ensure that the same standards of health and safety are applied in any housing that they provide for employees.

Compensation

We expect manufacturers, suppliers, and distributors to recognize that wages are essential to meeting employees' basic needs. Manufacturers, suppliers, and distributors will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits. Except in extraordinary business circumstances, manufacturers, suppliers, and distributors will not require employees to work more than the lesser of

(a) 48 hours per week and 12 hours overtime or

(b) the limits on regular and overtime hours allowed by local law, and where local law does not limit the hours of work, the regular work week plus 12 hours overtime. In addition, except in extraordinary business circumstances, employees will be entitled to at least one day off in every seven-day period.

Manufacturers, suppliers, and distributors will compensate employees for overtime hours at such premium rate as is legally required or, if there is no legally prescribed premium rate, at a rate at least equal to the regular hourly compensation rate.

Where local industry standards are higher than applicable legal requirements, we expect manufacturers, suppliers, and distributors to meet higher standards.

Protection of the Environment

Manufacturers, suppliers, and distributors will comply with all applicable environmental laws and regulations. Factories shall monitor and report their production processes as needed to protect the environment and as required by law, including those related to emissions, discharges and disposal of wastes, and develop improvement plans as needed. The environmental impacts of all business decisions should be considered along with opportunities for conservation of natural resources, recycling, source reduction and pollution elimination, to ensure cleaner air and water and to reduce landfill wastes.

Conflict Minerals

Suppliers are expected to adopt policies and management systems with respect to conflict minerals and to require their suppliers to adopt similar policies and systems. Seventh Generation expects suppliers to establish their own due diligence program to ensure conflict-free supply chains. Conflict minerals contain tin, tungsten, tantalum or gold and are obtained from the Democratic Republic of Congo (DRC), Republic of Congo, Central Africa Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda or Uganda)

In the event Seventh Generation determines that a supplier's efforts to comply with this Policy have been deficient and the supplier fails to cooperate in developing and implementing reasonable remedial steps, Seventh Generation reserves the right to take appropriate actions up to and including discontinuing purchases from the supplier.

Under the definition of “DRC Conflict-Free,” products supplied to Seventh Generation:

1. Do not contain tantalum, tin, tungsten or gold (3TG) as elements necessary to their production or functionality, or,
2. If products supplied to Seventh Generation do contain these minerals, the minerals must originate outside the DRC, come from scrap or recycled sources, or be supplied from smelters that have been validated by an independent private sector party to be conflict-free. Certified conflict-free smelters are validated as compliant to the EICC (Electronic Industry Citizenship Coalition) conflict free smelter (CFS) protocol using the CFS Compliant Smelter List. Through the CFS protocol, smelters are audited globally; the list of compliant smelters and refiners is posted at www.conflictreesmelter.org.

Other Laws

Manufacturers, suppliers, and distributors will comply with all applicable laws and regulations, including those pertaining to the manufacture, pricing, sale and distribution of merchandise. All references to “applicable laws and regulations” in this Code of Conduct include local and national codes, rules and regulations as well as applicable treaties and voluntary industry standards.

Monitoring and Compliance

Manufacturers, suppliers, and distributors will authorize Seventh Generation, Inc. and its designated agents (including third parties) to engage in monitoring activities to confirm compliance with this Code of Conduct, including unannounced on-site inspections of manufacturing facilities and employer-provided housing; reviews of books and records relating to employment matters; and private interviews with employees. Manufacturers, suppliers, and distributors will maintain on site all documentation that may be needed to demonstrate compliance with this Code of Conduct.

Subcontracting

Seventh Generation, Inc. does not permit unapproved subcontracting of manufacturing Seventh Generation, Inc. products unless specifically authorized by Seventh Generation, Inc. All production must be performed within facilities that have been approved by Seventh Generation, Inc.

Manufacturers, suppliers, and distributors will hold their subcontractors to this Code of Conduct or to higher standards of conduct than those codified here.

Acknowledged and agreed to by:

[Insert Supplier Name]

By _____

Date _____

Name _____

Title _____