

# Purple Ruler Ethical Sourcing Policy

## Introduction

Purple Ruler is committed to maintaining the highest standards of ethical conduct and social responsibility. The purpose of this Ethical Sourcing Policy ("Policy") is to set forth the principles and practices that Purple Ruler follows and expects from its suppliers and partners in ensuring that all products and services sourced are produced in a manner that respects human rights, labor rights, and environmental standards.

## Scope

This Policy applies to all suppliers, subcontractors, and partners involved in the manufacture or provision of goods and services for Purple Ruler, herein referred to as "Suppliers."

## Ethical Principles

### Human Rights & Labor Conditions

1. **No Forced or Child Labor:** Suppliers must not use forced or involuntary labor, including indentured, bonded, or slave labor. Child labor must not be utilized.
2. **Fair Wages and Working Hours:** Suppliers must provide wages and benefits that comply with local laws or industry standards, whichever is higher. Working hours must also be in compliance with local laws.
3. **Safe and Healthy Working Conditions:** Suppliers should provide a safe, clean, and healthy work environment in compliance with all local laws and regulations.
4. **Freedom of Association:** Suppliers must respect employees' right to join or not join labor unions, seek representation, and collectively bargain.

### Environmental Standards

1. **Sustainable Sourcing:** Suppliers are expected to use natural resources responsibly and to minimize environmental impact through waste reduction, energy efficiency, and emissions reductions.
2. **Compliance with Environmental Laws:** All Suppliers should operate in compliance with local, state, and national environmental regulations.

### Business Integrity

1. No Corruption: Suppliers must not engage in corruption, bribery, extortion, or embezzlement in any form.
2. Transparency: Suppliers are expected to be transparent in their operations and to cooperate with any audits or assessments requested by Purple Ruler.

## Monitoring and Compliance

1. Self-Assessment: Suppliers may be required to complete self-assessments regarding their compliance with this Policy.
2. Third-Party Audits: Purple Ruler reserves the right to require third-party audits of Suppliers to ensure compliance with this Policy.
3. Corrective Action: Non-compliance with this Policy may result in corrective action, up to and including termination of the business relationship.

## Implementation & Training

1. Suppliers are expected to disseminate this Policy within their organizations and to their subcontractors.
2. Purple Ruler will provide training resources to assist in the implementation of this Policy.

## Reporting

Concerns or reports of violations can be anonymously reported via Purple Ruler's ethical hotline. Retaliation against those who report concerns in good faith is strictly prohibited.

## Review and Updates

This Policy will be reviewed annually and may be amended at the discretion of Purple Ruler. Suppliers will be notified of any changes.

By engaging in business with Purple Ruler, Suppliers are agreeing to abide by this Policy.

This Ethical Sourcing Policy aims to be both appropriate and proportionate, aligning with international best practices while taking into account the practical aspects of our supply chain operations.

Last Updated: August 31, 2023

Authorized by:

Daniel Demarmels

Chief Executive Officer

For any questions or clarifications regarding this Policy, please contact [info@purpleruler.com](mailto:info@purpleruler.com)