



## Natural Life Vendor Code of Conduct

### **Working Hours**

- Must maintain reasonable employee working hours in compliance with applicable laws and industry standards.

### **Working Conditions**

- Voluntary Employment – Each employee's presence must be voluntary. No slave, prison or indentured labor.
- Workplace must be a safe and clean environment.

### **Wages**

- Must pay employees wages and benefits that comply with any applicable laws and local industry practices.
- Must maintain reasonable working hours in compliance with laws and industry practices.

### **Rights**

- Fair and Equal Treatment.
  - Not discriminated by race, color, sex, religion, political opinion, nationality, social status, disability, age, marital status, child bearing, sexual orientation.
- Must meet applicable laws and regulations for minimum age of employment.

### **Animal Treatment**

- No products are ever tested on animals.
- Animal products are sourced ethically.