

Honest Components' Code of Business Conduct and Ethics

This Workplace Code of Conduct (“Code”) establishes the principles and expectations for professional conduct and ethical behavior for all employees of Honest Components. Our Code provides an ethical framework for our behavior. It draws on our shared values and builds on our purpose and our ambition. By adhering to this Code, we foster a positive, inclusive, and respectful work environment that aligns with our core values and organizational objectives.

1. Scope and applicability

This Code applies to all employees of Honest Components, regardless of their position or location. Contractors and temporary staff are also expected to adhere to this Code while working for or on behalf of the company. The Code helps guide our behavior but it is not possible to cover every situation you might encounter. It is intended to help you think about how we live our values in both how we make decisions and our behaviors. We always abide by laws and regulations as well as our own policies, guidance, and procedures, and commit to quality and trust.

2. Core values and principles

We place a very high priority in conducting our business in compliance with the law and in accordance with the highest standards of business ethics. Our Code of Business Conduct and Ethics (“Code”) connects our values to everything we do and how we do it. They shape our culture and define the character of our organization. We aspire to core values including fairness, integrity, honesty and trustworthiness. We do not tolerate discrimination in any way based on color, age, sex, religion, political opinion or any other reasons.

3. Professionalism in the workplace and working with clients

We are committed to delivering quality products and services that reflect our professional capabilities, which are appropriate to the specific issues and needs of Honest Components' clients. We will comply with laws, regulations and standards that apply to us in our professional conduct. We uphold the Honest Components' reputation and do not misrepresent the position that Honest Components takes in professional and other matters. Employees must act with integrity and uphold the highest ethical standards in all professional interactions. This includes avoiding conflicts of interest and acting in the best interests of the company. We rely upon each other to deliver quality service to Honest Components' clients and for our individual development, and are personally accountable to other team members for the contribution we make. We respect one another and we value differences and we strive for an inclusive environment free from discrimination, intimidation and harassment. Mistreatment based on age, disability, gender and gender identity/expression, nationality, religion, sexual orientation, other identity dimensions defined and constructed by some societies in ethnic, color, cultural, or racial terms, or any other form of mistreatment of people based on perceived differences in human characteristics is not tolerated. The following are examples of unacceptable conduct: insults; threats; intimidation; ridicule; vulgarity; discrimination; harassment; physical or verbal abuse; sexually explicit humor, conversation or behavior; slurs or stereotyping; unwelcome sexual advances; unwelcome touching or invasion of personal space; ignoring the rights of others; and insensitivity to the beliefs and customs of others.

4. Fair Employment Practices / Discrimination

We value diversity and are committed to fostering an inclusive environment where all employees feel valued and respected. Honest Components is an equal opportunity employer committed to ensuring all associates work in an environment of mutual respect. We will not discriminate against any associate or applicant with regard to race, color, religion, creed, national origin, ancestry, citizenship status, disability (actual or perceived physical or mental disability), medical condition, pregnancy or perceived pregnancy, genetic information, marital status, sex, gender, gender identity, gender expression, transgender status, age, sexual orientation, reproductive health decision-making, military and veteran status, or any other basis prohibited under applicable law.

5. Privacy of Confidential Information

At Honest Components, we recognize it is our responsibility to protect the privacy of confidential information. Whether it is legally required or just the right thing to do, we take this responsibility very seriously. Everyone has a responsibility to maintain the privacy and security of confidential or sensitive information. Protection of this information can greatly reduce the risk of the misuse of information or a breach.

6. Health and safety

Employees must comply with all health and safety regulations and report any hazards or unsafe conditions. A commitment to maintaining a safe and healthy work environment is the responsibility of every employee.

7. Conflict resolution

We will acknowledge any personal and professional conflicts of interest and take immediate and appropriate steps to resolve or manage any that may arise. We will always avoid relationships that impair or may appear to impair our objectivity and independence. Any workplace conflicts will be resolved in a professional and respectful manner. Employees are encouraged to seek the assistance of their supervisor if needed. By adhering to this Code, employees contribute to the success and reputation of Honest Components. Failure to comply with this Code may result in disciplinary action, up to and including termination of employment.