

## eRetailing

### Network Decorator Statement of Corporate Conduct

eRetailing Network Decorators are expected to conduct business in good faith and with honest intentions. Network Decorators are also expected to support and work within the scope of this Statement of Corporate Conduct.

- Laws & regulations. Decorators are expected to comply with all applicable laws and regulations in the conduct of their business with eRetailing.
- Provision of gifts or other benefits. Decorators should not perform any act or gesture that could influence an employee's decision or recommendation.

### Corporate Conduct

eRetailing requires Decorators to comply with the following Statement of Corporate Conduct.

eRetailing intends to work with decorators who operate in an environmentally responsible manner, treat their employees respectfully, and adhere to laws and regulations that apply to our industry.

1. Harassment and Abuse: Decorator will not subject any employee to physical, sexual, psychological, or verbal harassment or abuse.
2. Nondiscrimination: Decorator will not subject any person to discrimination because of gender, race, religion, age, disability, national origin, or other legally protected class.
3. Health and Safety: Decorator will comply with all applicable environmental laws and regulations and provide a safe and healthy working environment to prevent accidents and injury occurring within or arising out, of the course of work, or because of the operation of the employer facilities.
4. Wages and Benefits: Decorator will pay employees at least the minimum wage required by local law, or the prevailing industry wage if no minimum wage law applies and will provide legally mandated benefits.
5. Hours of Work: Decorator will not require employees to work more than 60 hours a week except in extraordinary business circumstances.
6. Overtime Compensation: In addition to their compensation for regular hours of work, Decorator will compensate employees for overtime hours at the applicable premium rate.
7. Monitoring and Compliance: eRetailing may periodically monitor decorators' locations through audits by e-Retailing and/or third parties, and visits by eRetailing personnel. If eRetailing determines that Decorator does not comply with our statement of corporate conduct, eRetailing may work with Decorator to develop and implement an appropriate corrective action plan. Or, depending upon the circumstances, eRetailing, in accordance with our standard Service Level Agreement, may elect to end its relationship with Decorator at any time for decorator's failure, to adhere to eRetailing's Statement of Corporate Conduct.