

SUPPLIER GUIDE

2024 VERSION May 30, 2024

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REVISION	Pg.
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ADDENDUM No.15 April 01, 2024

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Revise supplier code of conduct to supplier code of conduct	Cover &
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ADDENDUM No.16

May 30 2024



April 2024

To Our Valued Suppliers:

Giftcraft has invested and continues to invest in expanding our business and we have grown significantly in the last few years.

Without your cooperation and support, we would not be able to achieve our growth targets and we look forward to continuing to increase our business with you.

Our corporate objective is to be one of the leading fashion-forward gift companies in North America specializing in custom giftware, home décor, garden, and seasonal products. Our sales, merchandising and purchasing teams are working extremely hard towards achieving these objectives and we are confident that we will be successful with your continued cooperation and support.

In order to execute and to be successful with our plan it is imperative that we provide our customers with merchandise that is consistent with out sales and merchandising strategy <u>without exception</u>.

To be successful in today's ultra-competitive market we are forced to become much more critical and disciplined in all aspects of our business. In particular, the quality, packing, packaging and timeliness of the merchandise that we provide to our customers are key to our continuing success. We expect that our suppliers will appreciate our need for highest quality merchandise delivered on time with the appropriate packaging and labelling.

With this communication we are sending to you our new <u>Product Quality Standards & Instruction Manual</u> that clearly outlines our company's <u>strict</u> specifications for every order that we place. We insist that all suppliers comply with our requirements to ensure that the orders that we place are shipped to the exact specifications that we will be clearly outlined on our purchase orders and appropriately cross-referenced to our Merchandising Manual.

We have raised our standards and <u>insist</u> that our suppliers match them. We look forward to your cooperation and growing our mutually profitable relationship.

Your truly,

Giftcraft Supplier Code of Conduct

We are committed to conduct business in a legal, ethical, socially, responsible and sustainable manner which are integral to how we want to do business practices and to our long-term success.

We expect all suppliers, manufactures, contractors, subcontractors to comply and uphold our standards throughout our supply chain and in the manufacture and finishing of products ordered by Giftcraft.

Supplier must always comply with the latest local laws and regulations in each of the countries in which they do business.

Safe and healthy Workplace

Factories must provide a safe and healthy workplace and residential facilities if applicable must be safe and sanitary comply with local laws.

Labour Practices

Child Labour

We will not tolerate the use of child labour. We define child labor as either being below the local minimum working age or the age of 15 whichever is greater.

Force Labour OR Human Trafficking

Supplier must not engage in forced labour including slave, prison, trafficked or bonded labour in any of their facilities or their subcontractors' facilities. We condemn forced labour and human trafficking will not knowingly work suppliers who engage in these practices. Supplier must not procure raw material or component from these practices.

Due to forced and underage labour in the cotton industry all suppliers supplying cotton or products containing cotton to Giftcraft must certify that any cotton products made from an ethically certified cotton supplier.

Also, US Custom required a valid Chinese postal code when country of origin is China.

Environment

We seek supplier whose factories operate in compliance with local environmental laws and that work to minimize their impact on their surrounding and global resources.

Privacy and Information Security

Supplier must comply all privacy and non-disclosure agreements and only use information obtained from Giftcraft for the purpose defined by the contractual arrangement. Supplier must ensure that all information that Giftcraft provides to supplier remains confidential and secure.

Compliance with Supplier Code of Conduct

Supplier must adhere to the Code and it is expected develop and maintain management system to monitor compliance and report promptly any violations to Giftcraft. Giftcraft is committed to ensuring that our suppliers and their suppliers uphold the highest ethical standards in workplace condition and labour practices. Giftcraft may discontinue business with any suppliers or its subcontractors that does not adhere to the practices outlined in the Codes.