

Ethical and Social Accountability Declaration

Ethical and Social accountability have always played an important role in Vigon International Inc. company's philosophy and business activities. The company is aware of its commitment to provide employees with adequate working conditions. In addition Vigon International Inc. has sought to go beyond this by meeting the requirements defined by the global Ethical Trading Initiative (ETI) concerning best practice with regard to social accountability, human rights and the applicable global legislation in force and in consideration.

- **Child Labor** – We do not engage in or support the use of child labor. However, placement of young adults, for career choice preparation in the form of work experience such as internships, summer projects, cooperative educational programs such as foreign exchange, are supported and encouraged. These measures are undertaken within the strictest compliance with our Local, State and Federal governing laws.
- **Forced Labor** – We do not engage in nor support the use of forced labor. Employees will never have their documents held back or be forced to make deposits of funds as a condition to be admitted.
- **Health and Safety** – We ensure a safe and healthy working environment for employees, including access to clean restrooms, personal protection equipment, as well as training for their use, taking all necessary measures to prevent accidents and injuries.
- **Freedom of Association & Right to Collective Bargaining** – We respect the right of employees to form and join trade unions, warranting them the right to bargain collectively and not being subjected to discrimination or undo harassment.
- **Discrimination** – We do not engage in or support discrimination in hiring and remunerating by race, national origin, social class, religious belief or lack thereof, sex, physical or mental disability, trade union membership or any political affiliation.
- **Disciplinary Practices** – We forbid corporal and mental punishment, as well as physical or verbal threatening, coercion or any type of abuse towards employees.
- **Working Hours** – We regulate working hours by any applicable State and Federal laws, any company agreements, duly heeding any other relevant legislation.
- **Remuneration** – We ensure employees receive remuneration which meets at least legal or industry minimum standards on the basis of relevant legislation.
- **Management System** – This policy for corporate ethical & social responsibility is supported by our management systems and procedures, adopting measures to ensure its effectiveness and the improvement of the organization to the requirements of social management.
- **Community**- Vigon takes seriously its responsibility to the local community and maintains an open line of communication with the various community groups. Vigon extends its responsibility to the health and safety of the surrounding land, streams and air quality of the neighboring communities.

Certified by:

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