



WAHL CLIPPER CORPORATION WORKPLACE STANDARDS

The guiding principal for Wahl Clipper Corporation is stretch performance with integrity. Wahl Clipper Corporation will always strive to do the right thing. This basic premise must guide us in everything we do including how we operate our businesses and how we conduct our professional lives. We will not compromise our ethics and high standards of business conduct to meet financial plans or maximize profits. We expect our Business Associates to have the same high ethical standards and to operate work places where the following standards are implemented

Standards:

1. Compliance with Laws

Business Associates must fully comply with all applicable national and/or local laws and regulations, including but not limited to those related to labor, immigration, health and safety, and the environment.

2. Voluntary Labor

All labor must be voluntary. Child, forced, bonded, prison, or indentured labor will not be tolerated. Suppliers shall not engage in or support trafficking in human beings. Business associates shall certify that they have implemented procedures in all labor related processes incorporated into their products to ensure they comply with laws on slavery and human trafficking. Workers must be allowed to maintain control over their identity documents. Workers must be provided with rest days and must have working hours consistent with local regulations and not be excessive.

3. Child Labor

Business Associates must not employ children who are less than 15 years old, or less than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

4. Freedom of Association & Collective Bargaining

Business Associates must recognize and respect the right of employees to join and organize associations of their own choosing and to bargain collectively. Business Associates must develop and fully implement mechanisms for resolving industrial disputes, including employee grievances, and ensure effective communication with employees and their representatives.

5. Discrimination

Business Associates must not discriminate in recruitment and employment practices. Decisions about hiring, salary, benefits, training opportunities, work assignments, advancement, discipline and termination must be based solely on ability to perform the job, rather than on the basis of personal characteristics or beliefs, such as race, national origin, gender, religion, age, disability, marital status, parental status, association membership, sexual orientation or political opinion. Business Associates shall not allow any behavior that is threatening, abusive, exploitative, or sexually coercive, including in the workplace and, where applicable, in residences and other facilities provided by the company for use by personnel.

6. Disciplinary Practices

Employees must be treated with respect and dignity. No employee may be subjected to any physical, sexual, psychological or verbal harassment or abuse or to fines or penalties as a disciplinary measure. Business Associates must publicize and enforce a non-retaliation policy that permits factory employees to express their concern about workplace conditions directly to factory management or to Wahl Clipper Corporate Management without fear of retribution or losing their job.

7. Working Hours

Employees must not be required, except in extraordinary circumstances, to work more than 60 hours per week including overtime or the local legal requirement, whichever is less. Employees must be allowed at least 24 consecutive hours rest within every seven-day period, and must receive paid annual leave.

8. Wages & Benefits

Wages must equal or exceed the minimum wage required by law and legally mandated benefits must be provided. In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture. Wages are essential for meeting the basic needs of employees and reasonable savings and expenditure. We seek Business Associates who progressively raise employee living standards through improved wage systems, benefits, welfare programs and other services, which enhance quality of life.

9. Health & Safety

A safe and hygienic working environment must be provided, and occupational health and safety practices which prevent accidents and injury must be promoted. This includes protection from fire, accidents and toxic substances. Lighting, heating and ventilation systems must be adequate. Employees must have access at all times to sanitary facilities which should be adequate and clean. Business Associates must have health and safety policies which are clearly communicated to employees. Where residential facilities are provided to employees, the same standards apply.

10. Environmental Requirements

Business Associates must make progressive improvement in environmental performance in their own operations and require the same of their partners, suppliers and subcontractors. This includes: integrating principles of sustainability into business decisions; responsible use of natural resources; adoption of

cleaner production and pollution prevention measures; and designing and developing products, materials and technologies according to the principles of sustainability.