



Hit Global Supply Chain Policies

CODE of CONDUCT

1. Legal Compliance

All business activities of Hit and its manufacturers shall comply with all applicable national, state, provincial and local laws and regulations, industry minimum standards, ILO and UN Conventions, and any other relevant statutory requirements whichever requirements are more stringent that pertain to product safety, employment and manufacturing.

2. Freedom of Association and the Right to Collective Bargaining

Hit Promotional Products respects the right of all personnel to form and join trade unions of their choice and to bargain collectively. In situations or countries in which law restricts the rights regarding freedom of association and collective bargaining, parallel means of independent and free organization and bargaining shall be facilitated for all personnel. It shall be ensured that representatives of personnel have access to their members in the workplace.

3. Prohibition of Discrimination

Hit Promotional Products will not tolerate discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, social background, disability, ethnic and national origin, nationality, membership in workers' organizations including unions, political affiliation, sexual orientation, or any other personal characteristics.

4. Compensation

Through our factory audit program Hit, mandates that its suppliers and vendors ensure that wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards. Illegal, unauthorized, or disciplinary deductions from wages shall not be made. In situations in which the legal minimum wage and/or industry standards do not cover living expenses and provide some additional disposable income, supplier companies are further encouraged providing their employees with adequate compensation to meet these needs.

5. Working Hours

Hit and its supplier company's shall comply with applicable national laws and industry standards on working hours. The maximum allowable working hours in a week are as defined by national law but shall not on a regular basis exceed 48 hours and the maximum allowable overtime hours in a week shall not exceed 12 hours. Overtime hours are to be worked solely on voluntary basis and to be paid at a premium rate. An employee is entitled to at least one free day following six consecutive days worked.

HIT PROMOTIONAL PRODUCTS, INC

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6. Prohibition of Child Labor

Hit Promotional Products absolutely forbids the use of Child labor as defined by ILO and United Nations Conventions and/or by national law. Of these various standards, the one that is the most stringent shall be followed. Any forms of exploitation of children are forbidden. Working conditions resembling slavery or harmful to children's health are forbidden. The rights of young workers must be protected. In the event that children are found to be working in situations, which fit the definition of child labor above, policies and procedures for remediation of children found to be working shall be established and documented by the supplier company. Furthermore, the supplier company shall provide adequate support to enable such children to attend and remain in school until no longer a child.

7. Prohibition of Forced Labor and Disciplinary Measures

All forms of forced labor, such as lodging deposits or the retention of identity documents from personnel upon commencing employment, are forbidden, as is prisoner labor that violates basic human rights. Hit's manufacturers shall not knowingly use factories that force work to be performed as a form of indentured servitude. His use of corporal punishment, mental or physical coercion, and verbal abuse is forbidden.

8. Environment and Safety Issues

Procedures and standards for waste management, handling, and disposal of chemicals other dangerous materials, emissions and effluent treatment must meet or exceed minim legal requirements.

Hit reserves the right to either conduct on its own or have an appointed agent conduct an inspection of a manufacturer's workplace environment, employment practices, records, facilities and, if provided – housing accommodations. Hit may also, at its own discretion conduct private interviews with employees of its suppliers.

All of Hit's current suppliers/manufacturers have confirmed in writing that they are in compliance with above referenced Code of Conduct as well as other standards and regulations both voluntary and required by law. The ownership of Hit Promotional Products makes every effort to visit our vendor partners at least once per year to ensure ongoing compliance and execution of corrective action and continued improvement.

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