

Overview and Purpose

As a manufacturer and BCorp, Fireclay Tile views our business as an opportunity. Not only to do good, but to be influenced and influence others in doing better. It is our belief that we must do all we can to care for our environment and people. We have expectations to engage with vendors who are like-minded when it comes to standing against anti-racism, we will stand in solidarity, and are committed to demonstrating peace, justice, and kindness. This document details the minimum expectations for our vendors and suppliers.

FORCED LABOR

We do not tolerate forced labor and human trafficking. This includes work in the form of prison labor, indentured labor, bonded labor or otherwise. Suppliers must also procure their raw materials and/or components from sources that do not utilize forced labor or engage in human trafficking.

UNDERAGE LABOR

No worker should be employed at an age younger than 14, or under the age for completing compulsory education, or under the minimum age for employment in the country of manufacture, whichever is greater.

HARASSMENT OR ABUSE

We believe that all workers should be treated with dignity. Suppliers must not engage in, condone, or tolerate physical, verbal, mental or sexual harassment against or among their workers.

NONDISCRIMINATION

We respect cultural and individual differences, and believe discrimination should not be tolerated. No person should be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

SUPPLY CHAIN TRANSPARENCY

Fireclay Tile is committed to complying with federal laws and regulations requiring disclosure of the use of conflict minerals in our products. Thus, we expect our suppliers to responsibly source and assist us in reporting any conflict minerals.

B-CORP

We proudly stand with over 3100+ companies worldwide with the intention of creating systems that serve society through B Corp. We ask that all of our suppliers help be a part of the "B The Change" and at a minimum complete the B impact assessment and share the results with Fireclay Tile.

NO BRIBERY

We seek business partners who aspire to the highest ethical standards in their business practices and their interactions with us. It is the express policy of the Company that you are prohibited from, either directly or indirectly, accepting, receiving, or agreeing to receive anything of value for yourself or for any other person or entity (other than your paycheck from the Company) for or in connection with any transaction or business of the Company that has a value of \$50 or more. As with the other standards outlined herewith, Fireclay Tile Members are held to the same standards and are strictly prohibited from engaging in solicitation of anything of value from business partners.

CARBON OFFSETTING

To make an impact, we ask for all our vendors assistance in measuring, reducing, and offsetting our carbon footprint.

HEALTH & SAFETY

Suppliers must provide a safe and healthy working environment that complies with local laws. This includes training employees in safe procedures, plans, or work instructions. Suppliers must also protect employees from any retaliation for reporting unsafe working conditions.

ENVIRONMENTAL

Suppliers should not only adhere to their local and national laws regarding the protection and preservation of the environment, they should also set goals to reduce the environmental impact caused by their everyday business.

ZERO WASTE

We are working towards having a zero waste facility and ask that our vendors assist us in finding innovative ways to reduce unnecessary waste or design changes to create a end-of-life plan to minimize the negative impact on human health and environment.

WAGES

We encourage suppliers to commit to the betterment of wages and benefits to improve the lives of workers and their families in the communities where they live. At the very minimum, employees must be compensated with fair living wages set by the local government or must match the average local industry wage. In addition to their compensation for regular hours of work, employees must be compensated for overtime hours at such a premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.

WORKING HOURS

Suppliers must not allow working hours that exceed the applicable local legal limit and should comply with federal and local laws surrounding pay requirements for hours worked; including overtime, rest and meal breaks.

Vendor Company _____

Rep Signature _____

Vendor Rep _____

Date _____