

CORPORATE RESPONSIBILITY & RESPONSIBLE SOURCING POLICY

Introduction

At Shafer- Haggart Ltd, our commitment to corporate responsibility is at the core of our values. This Corporate Responsibility & Responsible sourcing Policy (CR & Responsible sourcing Policy) outlines our dedication to responsible sourcing practices and business conduct, emphasizing our responsibilities to people and the planet. This policy guides the daily actions of our employees and business partners, reflecting our global presence as a sourcing trader. We recognize that our responsibility extends to both the direct and indirect impacts of our business, influencing our decision-making processes.

Integrity

Shafer- Haggart Ltd expects all employees to adhere to national laws and accepted business practices in all regions of operation. We uphold the highest standards of responsible behavior and integrity in our relationships with customers, partners, and authorities.

Customers

Our commitment to customers revolves around providing high-quality products through ethical and responsible sourcing practices.

Product Safety and Quality

The safety and quality of products sourced by Shafer- Haggart Ltd are paramount. Our sourcing practices adhere to relevant consumer legislation and safety standards. We go beyond industry norms to ensure the safety and quality of products throughout our supply chain.

Suppliers

Recognizing the significance of enduring, trust-based relationships with our suppliers to ensure product quality and reliability, Shafer- Haggart Ltd is committed to upholding this CR & Responsible sourcing Policy throughout our global sourcing network.

We are committed to ensuring that this CR & Responsible sourcing Policy is adhered to throughout our supply chain. We articulate our expectations clearly for all our suppliers and partners in our contractual relationships and via the Supplier Code of Conduct. Supporting our suppliers in achieving continuous improvement, we collaborate with business partners to establish and maintain social and environmental compliance standards for our supply chain.

Our business partners are required to adhere to relevant national laws, industry standards, international conventions, and, at the very least, fulfill the expectations outlined in the Shafer- Haggart Ltd Supplier Code of Conduct.

Our CR principles are based on:

- Fair labor standards, Respect for human rights, including the right to form and join trade unions.
- Non-discrimination in hiring, compensation, training, promotion, termination, or retirement.
- Wages meeting or exceeding legal minimums or industry standards.
- Zero tolerance for child labor, forced labor, or any related practices.
- Compliance with working hour regulations and occupational health and safety standards.
- Adherence to waste management, chemical handling, and environmental regulations.
- Implementation of a management system to ensure standards are met.

At Shafer- Haggart Ltd, we remain steadfast in our commitment to responsible and ethical global sourcing practices. This policy underscores our dedication to making a positive impact on society and the environment while upholding the highest standards of integrity in all our business relationships.