



TCCI Supplier Code of Conduct Policy

TCCI does not participate with or purchase from a supplier who conducts in the following practices:

- Lack of respect to human rights
- Forced or slave labor
- Child labor
- Human trafficking
- Unsafe working conditions that are damaging to the working environment and the people in the work place
- Unfair pay for employment of the work force
- Discrimination in the work place (race, sex, religion, sexual orientation, etc.)
- Bribery or kickbacks of government officials and/or TCCI personal
- Participates in any illegal activity
- Does not have an environmental policy for the store, use and disposal of products and manufacturing waste

Failure to comply will result in termination of contracts with TCCI.

A handwritten signature in black ink, appearing to read 'Dennis Flaherty', is written over a horizontal line.

Dennis Flaherty

V.P. Global Operations