



The Honest Company: Vendor Compliance Statement

Commitment to Quality and Social Goodness

All products sold by The Honest Company must honor the environment, the community, the individual health and wellness of our customers, and the natural ecological balance. Accordingly, we seek to create a supply chain that reflects our social mission by partnering with Vendors who share our values – **a commitment to human rights, high ethical standards, community involvement, and environmental sustainability**. We expect that our Vendors formally embrace these pillars of practice and continually strive for improvement in these areas as they continue to source, manufacture, fulfill and ship goods under this agreement.

In the area of human rights, The Honest Company expects the following to be a baseline for setting conduct across all aspects of Vendor's business:

- a.) **Health and Safety.** Vendor shall maintain a safe and healthy work environment for all employees at all times. Policies, systems, and training should be implemented to prevent injury and to promote employee health at all levels of employment. Vendor shall eliminate chemical hazards and prevent employee exposure to hazardous chemical, biological, and physical agents. Emergency prevention, preparedness, and response procedures should be in place for all facilities.
- b.) **Fairness in Employment.** Employment shall be based on merit in accordance with applicable laws. Protected characteristics such as national origin, race, sex, marital status, religion, age, disability, medical condition, veteran status, and sexual orientation may not be considered as a basis for any employment action.
- c.) **Employment of Minors.** Vendor's employees must be at or above the minimum legal age. Vendor must comply with all child labor laws relating to hiring, wages, working hours, over-time and working environment.
- d.) **Wage and Working Hours.** Vendor must comply with all applicable laws relating to wages, hours, rest and meal periods and overtime pay. These regulations include, but are not limited to, paying at least a minimum wage to all employees and providing adequate break, meal, and rest periods as mandated by law.
- e.) **California Prop 65.** Vendor represents it is fully aware of, and agrees to comply with California Proposition 65, and that products must not contain chemicals known to the State of California to cause cancer or reproductive toxicity; or quantity of the chemical in question is in compliance with the Federal and California standards.
- f.) **California Transparency in Supply Chains Act.** To help eradicate slavery and human trafficking, Vendor shall acknowledge that it prohibits the use of involuntary or forced labor, and human trafficking. Further, Vendor shall not source its materials from suppliers that either directly or indirectly use any form of forced, involuntary, or slave labor.



- g.) Foreign Corrupt Practices Act.** Vendor must comply with all applicable laws relating to bribery and anti-corruption, including but not limited to the Foreign Corrupt Practices Act, and represents that it does not offer, provide or promise anything of value either directly or indirectly to a foreign official for the purpose of obtaining or retaining business with, or directing business to, the Vendor or its suppliers.
- h.) Animal Testing Attestation.** Vendor confirms that the products have not been tested or re-tested on animals to assess safety, efficacy, or environmental effects of Cosmetics, Hard goods and/or Household Products by or on behalf of Vendor. Vendor agree to immediately notify the product distributor in writing of any changes to the above details.
- i.) Mica Sourcing Attestation.** Vendor confirms that all mica sourced on behalf of The Honest Company has been ethically sourced and in compliance with all labor and child labor laws relating to hiring, wages, working hours, over-time and working environment, as well as the California Transparency in Supply Chains Act. Vendor agree to immediately notify the product distributor in writing of any changes to the above details.

The Honest Company recognizes that applicable laws and regulations can vary greatly by location. Accordingly, The Honest Company expects that these requirements will act as a guide for setting baseline conduct and that Vendor will consult with its respective human resources personnel and/or legal counsel to ensure compliance with standards provided by the Fair Labor Association (FLA), the International Labor Organization (ILO), and all applicable international, federal, state and local laws and regulations. The Honest Company shall have the right to audit Vendor's business and facilities every eighteen (18) months to ensure that Vendor is in compliance with the foregoing requirements and expectations.

Acknowledgment Page

IN WITNESS THEREOF, Vendor and The Honest Company have executed this Agreement through their respective representatives as of the Effective Date written below.

Signature: _____

Print Name: _____

Title: _____

Date: _____

Company
Name: _____

Email: _____