

HTnaturals, Naturally Advanced Technologies Inc. Manufacturing Code of Ethics

Laws and Workplace Regulations

The laws and regulations of the countries where goods are made shall be complied with.

Forced Labor

Forced labor shall not be used, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.

Child Labor

No person shall be employed under the age of 14, under the age interfering with compulsory schooling, or under the minimum age established by law, whichever is greater.

Harassment or Abuse

Corporal punishment and other forms of coercion, abuse or harassment, whether psychological, sexual or physical, shall be prohibited.

Discrimination

Discrimination in hiring or any other terms or conditions of work, other than *bona fide* occupational requirements allowed by law, based on race, color, national origin, religion, disability, gender, sexual orientation, marital status, or political opinion, shall be prohibited.

Freedom of Association

Employees shall be permitted to exercise lawful rights of free association.

Hours of Work

The laws on working hours of the countries where goods are made shall be complied with and employees shall be entitled to at least one day off in every seven-day period, except as required to meet urgent business needs.

Health and Safety

Conditions in all work and residential facilities shall be safe, clean, and consistent with all applicable laws and regulations regarding safety and health.

Wages and Benefits

Employees shall be paid the higher of the minimum wage required by the laws of the countries where goods are made or the prevailing local industry wage and shall be entitled to all legally mandated benefits. Deductions from wages, not provided for by the laws of the countries where goods are made, shall not be permitted without the express permission of the employee.