



SOCIAL RESPONSIBILITY

Starline is committed to conducting business in an ethical and socially responsible manner. We comply with all applicable laws and standards in the countries of manufacture as well as in the countries of distribution. We strive to uphold the rights of individuals and respect the environment through all business operations. Starline's Code of Conduct is the foundation of our corporate social responsibility program; it serves as a guide to achieving social and environmental compliance both within our Company and in our supply chain. While we recognize that laws and standards may differ from one region of the world to another, we believe that our Code of Conduct outlines a set of fundamental principles for good corporate citizenship that our suppliers should share and implement. We will only work with reputable suppliers who manufacture our products in good working conditions, with respect for the rights of the people who make them and the environment.

Starline's corporate social responsibility policy applies to all parties that manufacture, assemble, or distribute any product, or package on behalf of Starline.

Starline has conducted a risk assessment of its supply chain based on the region it currently sources from. In the event Starline sources from other countries or regions, Starline will conduct a similar risk assessment in any such new countries or regions. In addition, before entering new agreements with suppliers, Starline will undertake a due diligence process to identify potential risks and act accordingly.

We have identified numerous areas of potential risk in doing business in foreign countries. We perform random inspections of our factories to identify potential risks. Many of these risks fall into the areas of: worker treatment, wages paid and hours worked, environmental responsibility and product safety/quality. These areas of risk will be specifically addressed in our social accountability program through training, assessment and remediation.

At Starline, we create positive experiences and environments that enable people and organizations to thrive. Every day our employees worldwide enrich lives through business and community activities.

We focus our energy on initiatives that support our diverse workforce; enhance and protect our environment; strengthen our communities; and advance consumer health and wellness. We seek to lead by example and continuously improve in those areas of our business that are under our influence. We work with clients and suppliers to develop innovative product and service options that operationalize their corporate social responsibility objectives.