# SUPPLIER CODE OF CONDUCT

Nutrition Now, Inc.'s ("NNI") mission is to have a strong, positive impact on the health and well-being of people throughout the world. In addition, we strive to maintain a healthy, respectful, challenging, and rewarding environment for our employees. NNI seeks to partner with suppliers who share these values and commitment.

This Supplier Code of Conduct ("Code") sets forth the minimum standards we expect our suppliers, their employees, agents and subcontractors to respect and adhere to when conducting business. Our suppliers are responsible for ensuring that their suppliers, employees, agents and subcontractors adhere to these standards.

## COMPLIANCE WITH ALL APPLICABLE LAWS AND PRACTICES

Suppliers and their designated manufacturing facilities ("Suppliers") must fully comply with all applicable national and/or local laws and regulations, including but not limited to those related to labor, immigration, health and safety, and the environment.

## EMPLOYMENT PRACTICES

- **Voluntary Labor:** All labor must be voluntary. Suppliers must not use forced or involuntary labor (including the use of slave labor, indentured labor, prison labor, bonded labor and other forms of labor provided or obtained by force, fraud, coercion or threats) or participate in human trafficking. Workers must be allowed to maintain control over their identity documents. Suppliers must certify that materials incorporated into their products comply with laws on slavery and human trafficking of the country or countries in which they are doing business.

- **No Child Labor:** Suppliers must not use child labor. Suppliers must not employ workers below the minimum working age as defined by applicable local and national laws and regulations. In no event shall suppliers employ full time workers under age 14.

- **Working Hours:** Suppliers must ensure that working hours are not excessive and are consistent with the local and national laws and regulations.

- **Hiring and Employment Practices:** Suppliers must implement hiring practices that accurately verify workers' legal right to work in the country and age prior to employment. All terms and conditions of employment including, but not limited to, hiring, pay, promotion, termination, and retirement must be based on an individual's ability and willingness to do the job. Suppliers must not discriminate on the basis of race, color, national origin, gender, marital status, sexual orientation, religion, disability, and other similar factors.

- **Harassment and Abuse:** Suppliers must treat workers with respect and dignity, and not subject workers to physical, sexual, psychological or verbal harassment or abuse.

- **Freedom of Association and Collective Bargaining:** Suppliers must respect the rights of employees regarding their decision of whether or not to associate with any group, as long as such groups are legal in their locality. Suppliers must not interfere with, obstruct or prevent such legitimate activities.

- **Compensation; Timely Paid:** Suppliers must timely pay their employees at least the minimum wage required by the laws of the country or jurisdiction where such employees are working and their employees must be provided with legally mandated benefits. Monetary fines or deduction in compensation as a means of discipline are not allowed.

- **Health and Safety:** Suppliers must provide workers with a safe and healthy work environment and, where applicable, safe and healthy residential facilities. Suppliers must take proactive measures to prevent workplace hazards.

## ENVIRONMENTAL IMPACT

Suppliers must comply with all applicable environmental laws and regulations.

## ANTI-CORRUPTION

Suppliers must not tolerate, permit, or engage in bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector.

## AUDIT AND TERMINATION RIGHTS

NNI reserves the right to verify a supplier's compliance with this Code. Specifically, NNI reserves the right to make periodic, unannounced inspections of its suppliers' facilities and the facilities of its supplier's suppliers and subcontractors. A supplier must maintain, on site, any documentation that may be necessary to demonstrate compliance with this Code.

If NNI becomes aware of any actions or conditions not in compliance with this Code, it reserves the right to demand corrective measures. NNI also reserves the right to terminate any agreement with a supplier who does not comply with this Code.

**NNI reserves the right to amend or modify this Code at its discretion.**