

## RetailCo - Supplier Code of Conduct

### 1. Purpose

RetailCo expects suppliers and manufacturing partners to adhere to ethical labor practices, environmental compliance, and legal standards.

### 2. Labor & Human Rights

- No forced labor or child labor. Respect for freedom of association and safe working conditions is required.

### 3. Environmental Compliance

- Suppliers must comply with applicable environmental laws and strive to reduce waste, emissions, and resource consumption.

### 4. Monitoring & Audits

- RetailCo reserves the right to audit suppliers and require corrective action plans for non-compliance.