



## LONELY VENDOR CODE OF COMPLIANCE

We at Lonely believe these principles are a non-negotiable. In business dealings with Lonely, Lonely expects vendors to comply with this code of compliance. Thank you for caring. We love that together we can continually question and improve these practices in the industry.

### 1. LAWS AND WORKPLACE REGULATIONS

Ensure all legal requirements and standards are within the industry under both local and national laws, including rules, ethics, dealing with corruption and transparency, as well as any relevant environmental laws.

### 2. NO BONDED LABOUR

Will not engage in any form of forced servitude, Trafficked or non-voluntary labour. All workers hired will be under labour contracts that comply with all relevant legal requirements.

### 3. NO CHILD LABOUR

No worker will be below the legal minimum age. Minimum legal age in China is 16 years.

### 4. HOURS OF WORK

Hours worked each day, and days worked each week should not exceed the limitations of the country's law. Vendors will provide at least one day off in the seven-day period, except as required to meet urgent business deadlines. Full transparency is expected when vendors are planning employees daily and weekly schedules.

### 5. COMPENSATION AND BENEFITS

Vendors will pay at least the minimum total compensation required by local law. This includes wages, allowances and benefits. Fair remuneration is a must.

### 6. HEALTH AND SAFETY

Vendors should ensure a healthy and safe working environment and residential housing when appropriate, that at minimum, meet requirements of local law. This includes the ability of clean drinking water (at no charge to workers) medical/first aid resources, fire exits and safety equipment, clean restrooms and well lit workspaces that also have temperature control to ensure all staff can perform their jobs safely. These work facilities must be regularly checked and serviced to ensure they are functional. Vendor should assess and identify any potential risks, and take all necessary measures to eliminate or reduce them.

### 7. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

All workers have the right to form unions or other kinds of worker's associations and to engage in collective bargaining. Recognize and respect the right of employees to exercise their lawful rights.

### 8. PROTECTION OF THE ENVIRONMENT

Any product waste whether solid, liquid, or gas must be disposed of in a safe manner that consents with all relevant laws. It is necessary to take all measures to avoid any environmental degradation.

### 9. NO DISCRIMINATION

Vendors will employ, pay, promote and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs. Equal opportunities should be available for all workers without discriminating on the basis of race, colour, national origin, gender, sexual orientation, religion, disability, or similar factors such as pregnancy, political views or affiliation, social status etc.

### 10. ETHICAL BUSINESS BEHAVIOR

Will not tolerate any acts of corruption, extortion, embezzlement or bribery. The business should always demonstrate respect for key moral principles that include honesty, equality, dignity, diversity and individual rights.