



HUMAN RIGHTS AND LABOR POLICY STATEMENT & OBJECTIVE

This Human Rights and Labor Policy Statement outlines standards to ensure that all employees are treated with respect and dignity and are being properly compensated for their effort. Jagged Edge Enterprises, is committed to upholding the protection of human rights of all workers. We are committed to ensuring that we are not complicit in any human rights violations and hold our suppliers and partners to this same high standard. We support and respect the principles proclaimed in the Universal Declaration of Human Rights.

SCOPE

This Human Rights Policy Position Statement is intended to state the company's position to all Jagged Edge Enterprises, employees, suppliers and other stakeholders.

ELEMENTS

No Underage Workers:

Child labor is not to be used under any circumstances. All employees must meet the minimum age requirement set by local laws.

Minimum Wage, Hours and Benefits:

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours shall be limited to what is acceptable by local laws.

Humane Treatment:

There is to be no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.

Non-Discrimination:

We are committed to a workforce that is free of harassment and unlawful discrimination including race, color, religion, national origin, gender (including pregnancy), age, disability, sexual orientation, gender identity, marital status, past or recent military status or any other status protected by the laws or regulations in the locations where we operate.

Dealing With Management:

We believe that workers' rights are best protected by allowing each worker to deal directly with management on issues of importance to that worker.

Workplace Health and Safety:

Workers are to be in a safe environment, protected from hazards of the job. Where necessary, workers will be provided safety equipment as appropriate to the work being performed. Workers are to be provided with ready access to clean hazard free work place facilities. Procedures and systems are to be in place to manage, track and report occupational injury and illness.

Policy authorized by:

Date: