



Hobby Lobby Stores, Inc. (“Hobby Lobby”), is committed to conducting business in an ethical manner and in compliance with applicable law. While Hobby Lobby recognizes and respects the culture difference that exists throughout the world, it expects its vendors, and all vendor subcontractors, to comply with the Code of Conduct set forth below.

Vendor Code of Conduct

Vendors are required to:

- treat all employees with dignity and respect;
- maintain a safe and healthy workplace in compliance with applicable law, including providing reasonable access to drinkable water and sanitary facilities, fire safety, adequate lighting, and ventilation;
- maintain reasonable work hours in compliance with applicable law;
- pay at least the minimum wage required by applicable law;
- pay overtime wages required by applicable law;
- provide employment benefits required by applicable law,
- comply with applicable law regarding protection of the environment;
- comply with Hobby Lobby’s requests to verify compliance with this Code of Conduct throughout the supply chain, including allowing auditors and verification organizations necessary access to facilities; and
- implement standards consistent with this Code of Conduct for any of vendor’s upstream suppliers.

Vendors are prohibited from:

- using child labor (any person younger than fifteen years of age or, if higher, the applicable minimum legal age of employment);
- using forced, slave, or other involuntary labor, including but not limited to prison or indentured labor;
- using corporal punishment, threats of violence, or other forms of physical, sexual, or psychological abuse, and
- use of government-labor schemes, such as pairing assistance, poverty alleviation, or other labor transfer programs.

Hobby Lobby representatives may periodically conduct unannounced on-site visits to vendor facilities to verify compliance with this Code of Conduct. Hobby Lobby representatives may include inspectors from Hong Kong Connections (HKC) and/or Bureau Veritas (BV). Vendors agree to cooperate with such verification efforts. Hobby Lobby reserves the right to suspend future orders or to terminate its relationship with vendors who fail to comply with this Code of Conduct.